

Local Rent Service



# L43

FEBRUARY 1948

JOINT REFERENCE

FEB 23 1948

LIBRARY



END OF POOR LAW OPENS NEW ERA IN WELFARE



In more than **HALF**  
the nation's homes



## Co-operative Trading cuts the cost of living

A survey, taken as long ago as 1944, revealed that in more than half the homes of Britain (51%), the household included at least one Co-operative member. Think this out in terms of your own locality. It means that, virtually, there's a Co-operator in every other house in your street! What better proof is needed to commend Co-operative Trading?

No less than £35,000,000 was returned in dividend to members last year. That dividend is cutting the cost of living to-day—when cuts are most needed. That's how Co-operation is playing a vital part in the day-to-day economy of millions of homes. Little wonder that in their quest for saving, 9,000,000 people find the answer in Co-operative membership!

### Consider these advantages



**CONTROL.** Membership allows you access to meetings of your Co-operative Society enabling you to express your views on the Society's affairs.



**DIVIDEND.** Tangible evidence of the non-profit motive of Co-operative trading comes to you regularly in this cash return on your purchases.

Issued by

CO-OPERATIVE WHOLESALE SOCIETY LTD

GN1841T



When you have the problem of supplying an isolated site with cooking, hot water, heating and lighting, Calor Gas is the perfect answer. It is a complete gas installation, independent of mains, and ideal for schools, factory canteens, laboratories, huts and roadhouses. If you have a specific problem write to:

the ideal  
equipment  
is

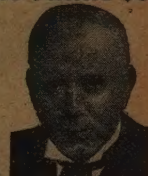
## 'CALOR' GAS

(DISTRIBUTING) Co. Ltd., Belgrove House, Belgrove Street, W.C.1.

**Thousands of School of Accountancy  
Students have risen from the ranks to**

## SUCCESSFUL CAREERS

as Directors, Managers, Accountants, Company Secretaries, Cost Accountants, Works Managers, Office Managers, Auditors, Company Registrars, Local Government Officers, Stores Controllers, Cashiers, Chief Clerks—and in other Executive Appointments at



J. D. C. MACKAY  
Founder

**SALARIES RANGING FROM £350 TO £2,000 A YEAR**

School of Accountancy Postal Tuition brings success and security to average men and women who have the initiative to qualify for responsible positions. There are also Courses in Business Training for youths and young ladies. Eminent University Lecturers testify to the thoroughness and efficiency of The School's Tuition Service.

**Send for this 170 page FREE GUIDE to Careers**



which is the most valuable book ever published on careers in Commerce, Industry and Public service. Like thousands of other men and women you can date success in your career from the day you send for this free book.

Read the inspiring records of The School's Students in every branch of administration and in Matriculation, Professional and Commercial Examinations.

Learn how you can obtain free advice from the Careers Adviser.

## The School of Accountancy

100 REGENT HOUSE GLASGOW, C.2



# Local Government Service

JOURNAL OF THE NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS

NO. 2 VOL. XXV

FEBRUARY 1948

THREEPENCE

	PAGE		PAGE
END OF POOR LAWS—AND A NEW ERA DAWNS IN BRITISH SOCIAL WELFARE— <i>by R. S. Garland</i>	24	VALUATION OFFICERS' PENSIONS	34
BIG CHANGES AHEAD IN NALGO EDUCATION POLICY	25	ELECTRICITY NOTES— <i>by "York"</i>	34
TRIBUNAL HEARS CLAIM FOR HIGHER SCALES	26	PROFESSOR COLE ON REGIONAL PROBLEM	34
N.E.C. RESHAPES NALGO MACHINERY TO MEET NEEDS OF UTILITY AND HEALTH STAFFS	29	HIGHER PAY FOR NURSERY STAFFS	34
NALGO AND NURSING WORKING PARTY'S REPORT	29	A NALGO DIARY— <i>by "Abingdon"</i>	35
BARGAINING MACHINERY PROGRESS	31	MEMBERS IN HONOURS LIST	35
READERS' FORUM	32	SCOTTISH NOTES	36
		EDUCATION NEWS	36
		PENSIONS FOR ELECTRICITY STAFFS	36

## ON TO THE 200,000!

LATEST figures show that NALGO's membership on October 31 last—the end of the Association year—was more than 170,000, and, with some returns still to come in, the final total may be well above that. But even at 170,000, membership will have shown an increase of 24,000 over the previous year—the biggest yet recorded in the Association's history. Nor is it the end. Many more members have been recruited since the returns were sent in, and the circulation figure of LOCAL GOVERNMENT SERVICE suggests that, to-day, membership may well be approaching 180,000.

This is an outstanding achievement, making NALGO the biggest union of non-manual workers in the country, if not in the world, and putting it definitely among the "big fellows" of British trade unionism. Indeed, among the 200-odd trade unions in the country, it now comes eighth in size. Every district has shared in the increase, outstanding being Southern, with 26 per cent.; South-Western, with 22; and Metropolitan and Scotland with 20 per cent. each.

### The Deprived Child

ALL engaged in the care of children deprived of a normal home life will heartily welcome the new Children, Bill, introduced by the Government last month to give effect to the recommendations of the Curtis Committee and to complete the new picture of social welfare. The Bill will make it administratively possible to carry out all the reforms demanded by enlightened administrators and public opinion. More important, it will bring a new drive and zest into their work. For, whilst it is true that most of the powers conferred in the Bill were in fact given to local authorities under the old Poor Laws—including provision to send a child to a University and to give him a school blazer (and white flannels as well!)—too many backward authorities failed to use them. The Bill should end such differences of provision as exist to-day.

Although the emphasis on boarding out as the ideal solution for the homeless child was to be expected, and reflects the views of all with experience of child care, it will not be easy to put into practice. Many similar crusades have been started in the past: as far back as 1880, when the "Association for the Advancement of Boarding Out" was formed, it was thought that children's homes and institutions would all soon be closed. But the homes are still full, and boarding-out officers find it difficult to get the right type of home for the right type of child. Nevertheless, the wise provisions of the Bill give ground for hope that this problem will be solved at last—though even if it is, homes will be needed for the very large number of children who must be cared for temporarily, during the illness of their parents or for similar reasons.

In the long run, of course, the success or

failure of the new machinery will depend on the children's committees and their officers. The new children's officer, in particular, will have a most responsible task in ensuring the happiness not only of the children, but also of the staff who look after them day and night, and will need to be carefully chosen and adequately trained and paid. It is to be hoped, too, that the regulations will repeat previous provisions for protecting the senior staff engaged in this work, so that they may discharge their duties fearlessly and well.

### Warning to Hospital Staffs

MOVES are being made, NALGO has learned, to launch a new organisation called "The National Federation of Hospital Officers." Most hospital officers are already attached to NALGO or to other long-established organisations, all of which, in their appropriate spheres, can adequately cater for them in the new situation arising out of the Health Service Act, and for any officers, particularly those in voluntary hospitals, who have not hitherto been within the scope of collective bargaining. A new body such as that projected can gain membership only at the expense of these existing organisations.

Initiated, as there is reason to believe, "from above," by certain persons who are, or have been, associated with the voluntary hospitals, the new body is unlikely to strike any roots. It can only arouse a just resentment in the existing organisations which, in the teeth of no little opposition in the past, have practised the principles of collective bargaining now to be followed under the Act, and have already gained much for hospital staffs. Its impact is disruptive of their present effort to bring the new service into being without any friction among employees. Above all, at this juncture, a move of this kind is seriously prejudicial to the work already done, and the further effort yet to be made, in getting into running order the new bargaining machinery for the national service.

Within the last month or two the existing organisations, at the invitation of the Minister, have had a series of consultations on the new machinery to deal with pay and service conditions and, by a remarkable display of co-operation and goodwill, have reached agreement with the Minister and among themselves on its main principles, and have already, in a number of cases, agreed on their own representation on the staffs' side of the several functional councils of which it will be comprised.

It has been reported to NALGO that the promoters of the new body have put it out that the Minister considers that certain grades of the service should belong to a separate organisation. The Association has sought, and received, an assurance that this is not so.

NALGO's knowledge of this movement is shared by other organisations. They are

consulting, and will continue to consult, each other with a view to effective action. They do not intend to see their existing work undone or their further work prejudiced. It is their policy to co-operate with the Minister and with each other in implementing the great legislative benefits of the Health Act to the best public advantage, and to secure all that is justly due to all who will serve the public in this sphere.

### Brighter Conferences

PLANS approved by the agenda committee of the N.E.C. last month and briefly reported on page 31, should, if confirmed by the full Council, go far to make NALGO Conferences more interesting and valuable both to those who attend them and to those who read the reports of their debates in the newspapers and in this journal.

In future, it is proposed that important motions—important either because they raise points of public interest or because they deal with vital matters of domestic policy—should be picked out for debate at the beginning of each day's session, when delegates are fresh and there is time for full discussion. Should the agenda be so overcrowded—as it was last year—that debate must be restricted at some stage, then the items to suffer will be those which matter least.

The change should have the further advantage of securing fuller press publicity for those matters upon which the Association wishes to make its voice heard than has been possible hitherto. For, instead of reporters having to sit through hours of debate on purely domestic—and sometimes trivial—matters and then finding the item they had hoped would be worth reporting disposed of without discussion, they will be able to get reports of interesting debates early in the day, in time for both the evening and next day's morning papers.

How far these plans will succeed in raising the interest and prestige of Conference will now depend on branches, districts, and delegates themselves. For the value of Conference depends primarily upon the quality of the motions submitted and the ability of those who support or oppose them. If members submit sound, constructive motions, and if branches and districts send their best speakers to argue them, then the new arrangement will give them every opportunity. The agenda committee has done its share: the rest is in the hands of delegates.

It is the aim of "Local Government Service" to encourage the fullest freedom of opinion and expression within the Association. Unless the fact is expressly stated, therefore, views put forward in this journal—whether in the editorial columns or in signed articles—should not necessarily be regarded as expressing the considered policy of the Association.





Picture Post Library

## End Of The Poor Laws—And a New Era Dawns In British Social Welfare

By R. S. GARLAND, Adjudicating Officer, Public Assistance Department, Middlesex C.C.

**THIS** is an historic year for British social services. Soon, the National Assistance Bill will be on the Statute Book, and in July, it, the National Insurance Act, the National Health Service Act, and the Children Act, now before Parliament, will all come into operation on the same day. On that day the "Poor Laws" will be buried for ever and the structure of our modern social services will be complete.

The Poor Laws are the oldest of our social services, and are based on an Act passed during the reign of Queen Elizabeth in 1601, which, for the first time, put on to the community the obligation of caring for those of its members who were poor and in need. It "required the churchwardens of every parish and two, three, or four substantial householders to be appointed, under the hands and seals of two or more justices, to be overseers for the parish." These overseers were directed to raise weekly or, otherwise, by taxation of every inhabitant or occupier of lands, houses, and other property sufficient money to provide for the necessary relief of the lame, impotent, old, blind, and such as were poor and not able to work; and to build houses on the "waste" of the Lord of the Manor for the "impotent poor."

But Elizabeth's Act did not put the whole burden on the community. If a poor person possessed a father, grandfather, mother, grandmother, or children "of sufficient ability" to relieve or maintain him, then the duty was put on their shoulders.

### The Bad Old Days

Before 1601, the old, infirm, blind, sick, and needy, had had a rough time. The feudal lords supported their own retainers and labourers, but the rest were dependent on the charity of the religious houses, and when Henry VIII dissolved the monasteries and confiscated the property of the religious Guilds, this last prop was taken away. Thousands roamed the country seeking food and work—but the villagers, often poor and hungry themselves, would drive them away with sticks and stones, brand them with hot irons, strip them and whip them "till their bodies were bloody" or put them in the stocks for three days on bread and water. In Henry VIII's reign 72,000 people—about one in 85 of the total population—were executed for theft alone.

Even after the passing of Elizabeth's Act, harsh treatment of the poor and needy continued and relief often degenerated into hideous cruelty—vividly depicted in such books as Dickens' "Oliver Twist." By 1832, when the start of the Industrial Revolution had driven thousands into the growing towns, the administration of relief had become so lax that a Royal Commission was appointed. Its report resulted in the Poor Law Amendment Act, 1834, which set up a central body, the Poor Law Commissioners, to control relief by regulation. In 1847, the Commissioners became the Poor Law Board, which, in turn, gave place in 1871 to the Local Government Board, and in 1919 to the Ministry of Health.

To-day, poor relief, or public assistance as it is now called, is available to all persons and families without means and genuinely in need, who are not entitled to unemployment benefit or come within the scope of the Assistance Board (which provides only for able-bodied persons entitled to National Insurance Act payments and persons entitled to old age and supplementary pensions), deserted wives and their families, wives living apart from their husbands who are not supporting them, deserted children, sick persons whose National Health Insurance benefit is insufficient for their needs, and a host of others.

In practice, this means that no one need starve in Britain. That is not a catch phrase; it is a fact.

Poor relief is granted by the relieving officer, who is bound by law to see that you and your family are properly housed, fed, and clothed and that you get medical attention when you are ill and cannot afford to provide these things for yourself. If, after a case has been brought to his notice, he fails in this duty and someone dies as a result of his negligence, he can be brought before the courts on a criminal charge.

The relieving officer is usually fully qualified for his exacting job and is encouraged to deal tactfully, discreetly and sympathetically with applicants for relief. He is on duty 24 hours a day and must be ready to give relief whenever it is needed, day or night.

This, too, is no meaningless expression. Every relieving officer has had experience, for example, of the evicted family, of man, wife and several children—a regular occurrence in these days of housing shortage and "squatters"—appearing on his doorstep, their furni-

ture in the street. It usually seems to happen at weekends when it is raining. He must act quickly: there is no time to start filling up forms and seeking authority—the emergency calls for action, regardless of office hours. I have spent the whole of a Sunday clearing up such a case.

Often these urgent cases—of sickness, too, or of families with no food in the house and no money to buy any—are dealt with on the spot and within a few minutes. Some cases, of course, are not genuine, but the competent officer soon learns to spot those.

Many people still think that before you can claim relief you must sell some of your furniture or dispose of your savings. That is untrue. You can claim relief even if you have money in the bank or in savings certificates. The first £25 of savings is ignored altogether in reckoning resources (in the new Act this is to be increased to the first £50), and only sixpence in every complete £25 of savings up to £400 is reckoned after that.

### Brighter Prospect

The new Act will bring many changes. It will transfer from local authorities to the Assistance Board (to be renamed the National Assistance Board) the responsibility for providing financial help, when needed, to those now receiving public assistance, and to the blind, deaf, and dumb, victims of pulmonary tuberculosis and physical handicaps, whether congenital or through accident, vagrants, and the aged and infirm. These comprise more than half a million people to-day—about 400,000 getting out-relief, about 100,000 in institutions, and about 30,000 children deprived of normal home care.

The National Insurance Act makes much more generous and comprehensive provision for everyone. Sickness benefit for a family, for example, will be at the rate of 49s. 6d. a week (26s. weekly for the husband, 16s. for his wife, and 7s. 6d. for the eldest child) against approximately 21s. to-day; the allowance for a widow of an insured man will be 36s. weekly for the first 13 weeks, then 33s. 6d. or 26s. weekly; maternity benefit will be increased from £2 to £4; there will be a new death grant of £20; and old age pensions are increased from 10s. to 26s. weekly for a single man or woman and 42s. for a married couple—with supplementary allowances if they are needed.



In addition, under the National Health Service Act, everybody in the country will be able to get free medical and hospital treatment. This is a great advance. I have met many cases in the past of men who, although in regular employment, have been unable to send their sick wives or children to a doctor because they could not afford it. Eventually, when the illness got worse, they reluctantly applied to the relieving officer—but by then it was often too late and the neglected illness had become incurable.

A further benefit of the National Assistance Act is that it reduces the number of relatives liable to contribute to the relief of a person receiving assistance to the husband and father or wife and mother. Grandparents are no longer liable to maintain their grandchildren.

### Local Authorities' Part

But the fact that the cost of maintenance of all these people in need is being transferred from local government to the National Assistance Board does not mean that local authorities will be left with nothing to do in this field. On the contrary, their duties will be extended. County councils and county boroughs (large burghs in Scotland) will be required to make special schemes for the welfare and training, in their homes or outside, of blind, deaf and dumb people and of victims of pulmonary tuberculosis, and to build hostels or hotels for old people.

This last is a major reform. The old institutions or workhouses are to go altogether. In their place will be attractive hostels or hotels, each accommodating 25 or 30 old people, who will live there as guests, not as inmates. Each guest will pay for his accommodation—those with private income out of that, those without private income out of the payments they get from the National Assistance Board—and nobody need know whether they have private means or not. Thus the stigma of "relief"—very real to, and acutely felt by, many old people—will vanish at last.

In addition, local authorities will be required to provide temporary accommodation, including health and welfare services, for all urgently needing them for reasons which could not reasonably have been foreseen; give temporary protection to the property of people admitted to hospital; and arrange for the burial or cremation of those who die in their areas without relatives or friends able to accept the responsibility.

### Experienced Staff Essential

Much, however, will depend on whether the Minister has the experienced staff ready to take over the administration of the new national services. We have seen the results of failure to make such provision in the administration of the old age pension increases and the family allowances scheme. There, the responsible department was clearly overwhelmed by the number of applicants—with the result that, even after more than twelve months of confusion and delay, the administration is not yet fully efficient.

It is with the aim of avoiding such confusion, delay, and inefficiency—the effects of which would be tragic in a service caring for so large a number of sick, helpless, or needy folk—that public assistance officers have consistently impressed on the Government the need to make use of their long experience in this work. They alone have the practical knowledge and training required to deal with the many complicated cases which will have to be handled; they have the tact and the understanding of relevant legislation, local people, local circumstances, and local facilities which must be used if National Assistance is not to become merely an automatic weekly payment; they are the people who, by exercise of hard work, pluck, and common sense,

(Continued at foot of next column)

## Big Developments Ahead in NALGO Education Policy

NALGO's future policy for the education and training of the local government officer is defined in a document now awaiting confirmation by the National Executive Council.

It has been approved in draft form by the council's education committee after consideration of (a) a full report by A. E. ODELL, chairman of the committee, and J. H. WARREN, general secretary, and (b) the views of district and area education committees.

The main proposals are:

**Aims of Policy**—NALGO's future educational policy must have two broad aims:

- (i) implementation of the relevant provisions of the Charter; and
- (ii) provision and encouragement of educational activities which, although outside the specific terms of the Charter, are within its ideal of a trained service.

**Responsibilities for Training**—The major responsibilities for education and training pass under the Charter to the Whitley Councils and the local authorities. Immediate future policy must, therefore, be directed to a stimulation of these agencies. Although much responsibility now falls upon local authorities, the Association must create a demand for educational facilities. The view that all has been done now that provision has been made for training in the Charter, must be corrected. In fact, the Association's educational activities will have to be considerably extended if the full benefits of the Charter are to be secured for its members. The Local Government Examinations Board is likely, for some time to come, to limit its functions to the preparation of syllabuses and holding examinations, and advising generally on examinations relevant to the local government service.

**Contacts with Official Agencies**—Suitable channels must be established to facilitate the flow of recommendations from the Association to the Whitley councils. Although some measures have been taken already at national level, much more remains to be done. If the educational policy is to serve the desired end, it must be given a much greater measure of attention than at present.

(Continued from preceding column)

saved the nation from serious trouble after the first world war, when the unemployed exceeded a million and unemployment benefit, small as it was, was stopped for six weeks at a time, again during the General Strike in 1926, and again in 1931 when the hated "means test" was introduced.

It is impossible for an inexperienced person to pick up in a few weeks or months the wealth of practical knowledge acquired by a relieving officer over many years of service, and it is therefore good to know that the Government has promised to consider them first when it makes appointments to the Assistance Board and the Ministry of National Insurance.

But employment of experienced officers will not alone be sufficient if the new Act is to work smoothly. It is necessary also that those who operate the Act shall be given—as is the relieving officer to-day—authority to act on their own responsibility and initiative. Some applications for assistance are urgent and must be dealt with on the spot. If they are to become involved in a typical civil service form-filling competition, subject to cross-check and counter-check and constant reference to higher authority, there will be trouble, perhaps tragedy.

But given these conditions—use of experienced officers and the grant to them of adequate responsibility—there is no reason why the Act of 1948 should not mark as great a step forward in the social legislation of our day as was the Act of 1601 in the days of Queen Elizabeth.

**Adaptation of Whitley Council Machinery**—The National Joint Council is preoccupied with service conditions matters and will need to adapt its machinery to enable its functions in regard to education and training to be carried out. A solution may be found by some measure of re-organisation of its committees; but, whatever the method, the machinery must be able to operate expeditiously and effectively.

**Provincial and District Procedure**—The educational and service conditions aspects of the Association's policy must be correlated to ensure that proposals from district committees are transmitted to and fully understood by the provincial joint councils. District committees should be aided and guided by area education committees. It is urgently necessary to establish area education committees in districts where none exists at present or, if this is impracticable, to appoint special education sub-committees.

**Immediate Approach**—The first approach to the problem of post-entry training should be made at national level. The education committee of the N.E.C. is preparing a model scheme for submission to the staff side of the National Joint Council, and will welcome particulars of schemes envisaged by district committees or area education committees. Area education committees should collect information about local schemes of post-entry training and send particulars to the education committee of the N.E.C.

**Equal Opportunity for Promotion**—The Charter envisaged a ladder of promotion open to all, which pre-supposes adequate opportunity for all to qualify professionally within the service. If these ideals are to be realised, barriers and restrictions which limit the opportunities of local government officers to obtain certain professional qualifications must be removed or modified, though without lowering the standard of the tests for these qualifications. The securing of equality of opportunity may not be entirely achieved through the national joint machinery, and is likely to involve the Association in delicate negotiations with the various professional societies. This will necessitate a long-term policy, but representations to the parties concerned should be commenced as soon as possible.

**Articled Pupilage**—The Association must watch all new schemes for articled pupilage and ensure that they are properly safeguarded and in accordance with the objects of the Charter. They should reflect standard arrangements sanctioned by the professional societies concerned after the Association's views have been considered and general agreement reached.

**Educational Provisions by NALGO**—The Association must continue to provide educational activities which, although outside the specific terms of the Charter, are within its ideal of a trained service. The correspondence institute, scholarships scheme, summer schools, loans scheme, lending library, and advisory service, should be continued. Considerable expansion of some of these activities will be necessary, but all must be reviewed from time to time. More publicity must be given to these facilities, and area education committees might do much to assist.

**Future of the NALGO Examinations**—Now that a local government examinations board has been established, the Association's examinations should be discontinued as soon as practicable, but the N.E.C. must take steps through the National Joint Council to ensure proper recognition for holders of the certificates.

**Exchange of Officers**—Consideration should be given to the interchange of officers between departments, between authorities, between local and central government, and with foreign countries.

**Relationships with Other Bodies**—NALGO maintains contacts with the Joint University Council for Social Studies and Public Administration, and grants are made to that body as well as to the individual universities where degree and D.P.A. courses are organised. An annual grant is also made to the Workers' Educational Association, and there is contact with that organisation at both district and branch levels. There is every need to continue and, if possible, to extend the scope of these contacts.



# TRIBUNAL HEARS CLAIM FOR INCREASES IN CHARTER SCALES

**General Division  
Maximum  
of £400**

**Up to £40 Advance  
on Other  
Scales**

**London Weighting  
of £45 for all  
Over 26**

**P**AY increases ranging from £12 to £40, together with increases of from £5 to £25 in the London "weighting," were sought for local government officers covered by the Charter when, on January 22, the National Arbitration Tribunal considered the dispute between the staff side and the employers' side of the National Joint Council for local authority staffs.

The agreed terms of reference to the Tribunal were:

1. To consider and determine—  
(a) The claim of the staff side for consolidation of salaries and bonus so as to effect improvements and for additional London "weighting" contained in their application of November, 1947.  
(b) Proposal made by the employers' side on the 7th October, 1947, for consolidation of salaries and bonus and for improvement of the general division scale for males and females.
2. Alternatively to make such award as the Tribunal considers to be appropriate.

The mention in the terms of reference of November, 1947, as the date of the staff side claim was a technical point occasioned by the fact that, on that date, the staff side amended its original claim, which was actually tabled on March 18, 1947, and of which notice had been given to the National Joint Council on January 22, 1947, immediately on the expiry of the first twelve months after adoption of the Charter, during which period the staff side had agreed, in consideration of the adoption of the Charter, to make no claim for increase in the cost-of-living bonus.

The Tribunal had not given its decision on the claim when this issue of LOCAL GOVERNMENT SERVICE went to press, but branches are to be informed immediately the decision is known, and may well have heard before these words are read.

The dispute was heard in private and we cannot, therefore, report the speeches made by Counsel on both sides. We can, however, summarise the main points contained in the briefs prepared by each side before the hearing, and do so below. Members must appreciate, however, that these inevitably present only part of the picture, since they cannot embody the arguments and counter-arguments used by the spokesmen of the two sides, nor the replies given to questions asked by the Tribunal.

## CASE FOR STAFF SIDE "Proposals Fair and Reasonable"

"IT is submitted, in view of the present rates of remuneration in comparable occupations, of the changes in remuneration generally since January, 1946, and of the Fair Wage principle and the conception that local authorities should be 'in the first flight of good employers,' that the proposals submitted by the staff side to the National Joint Council are fair and reasonable; and it is hoped that the Tribunal will see fit to award accordingly."

These words, concluding the case presented by the staff side, summarised its claim for a revision of the Charter salary scales which would combine consolidation of cost-of-living bonus and salary with a reasonable all-round increase of pay for all officers covered by the Charter.

The case, prepared by N.A.L.G.O. and presented on behalf of the staff side by Sir Valentine Holmes, K.C. and Mr. Gerald Gardiner, was a formidable one—in more senses than one. The brief alone ran to 30 typed pages of foolscap, with five appendices. It was ably and forcefully argued.

After a prefatory recital of the constitution of the National Joint Council, it presented a history of the six bonus awards negotiated since April, 1940, the last having come into operation on January 1, 1945, and of the steps leading up to

the dispute before the Tribunal. These may be summarised as follows:

January 31, 1946—The N.J.C. adopted the Charter, with effect from April 1, 1946, with a preamble stating that the scales had "been fixed after considering existing scales in comparison with rates of remuneration in comparable occupations and after reviewing changes in remuneration generally," and adding: "This is in accordance with the Fair Wage principle; local government should not take the lead in determining salary standards but should be in the 'first flight of good employers.'" The Charter made clear that the scales were separate and apart from war bonus. When it was adopted, there was an understanding that the staff side would not raise the question of bonus for 12 months; but the staff side regarded this understanding as indicating a willingness and intention on the part of the employers to consider revision of the bonus when the 12 months' "standstill" period had expired.

## First Claim Rejected

November 11, 1946—The staff side gave notice of its intention to raise the question of bonus revision at the next meeting of the N.J.C.

January 22, 1947—The National Joint Council referred the question to its executive committee.

March 18, 1947—The staff side submitted to the executive committee its claim for an increase in the bonus from 23s. weekly (men) and 18s. 6d. weekly (women) to 35s. (men and women), with proportionate increases for juniors, the increase to operate from April 1, 1947. The employers replied, refusing to consider any increase in the bonus, then or at any time, but offering to consider proposals involving consolidation of basic salary and bonus. The staff side, while declaring its regret and disagreement with this decision, agreed to submit an alternative offer for consolidation.

April 16, 1947—At a meeting of the full National Council, the staff side repeated its claim for an increased bonus and forced the issue to a vote: all the staff side voted in favour, all the employers against, and the chairman declared the motion not carried.

May 28, 1947—The staff side submitted its proposals for consolidation. These are set out on the next page. Discussion was deferred to allow the employers to consider the proposals.

October 7, 1947—At a meeting of the executive committee, the employers submitted counter-proposals providing for consolidation of salary and the current bonus, with increases for general division officers between the ages of 16 and 20. These counter-proposals are also set out on the next page. They show that, above age 20 in the General Division, there would be no change, apart from a rounding-off of the bonus, on consolidation, to £60 (against £59 16s.) for men and to £50 (against £48 2s.) for women. Consideration of the counter-proposals was deferred to allow the staff side members to consult their associations.

October 23, 1947—At a meeting of the full Council, the staff side pressed for early consideration of its claim, and it was agreed to call a meeting of the executive committee within 28 days and of the full Council within 14 days thereafter.

November 26, 1947—At a meeting of the executive committee, the staff side repeated its original proposals but stated that, in view of the employers' unqualified declaration that they

would not concede equal pay at present, would—without prejudice to its ultimate claim for equal pay, but in the hope of securing a settlement—accept scales for women based upon 80 per cent. of the rates claimed for men in those grades where the scales were not now equal. The employers rejected the claim, and it was agreed to recommend the National Council to refer the dispute to arbitration.

December 17, 1947—The National Joint Council approved reference of the dispute to arbitration.

In its statement in support of the claim, the staff side made the following main points:

## Increase in Cost of Living

The Ministry of Labour cost-of-living index figure current until June, 1947, seriously understated the real increase in the cost of living and had been described by the Chancellor of the Exchequer as "a fantastic basis for a definition of the cost of living in 1947"; while the new interim index introduced in June, 1947, though it would more accurately reflect changes since that date, was clearly linked with the old index and reflected the understatement of the rise inherent in it.

Prof. R. G. D. Allan, Professor of Statistics in the University of London and a member of the Cost of Living Advisory Committee of the Ministry of Labour, had calculated that the new index, if carried back to 1938, would have shown, by mid-1947, a rise of between 60 and 65 per cent., against the 31 per cent. shown by the old index.

## Inadequacy of Present Standards

Since 1945, there had been increases in rates of remuneration generally and in comparable occupations and local government was now far behind "the first flight of good employers." For example, between January, 1945, and November, 1947, according to the "Ministry of Labour Gazette," wage rates increased from 57 to 73 per cent. above the pre-war figure, and total earnings by higher percentages. "The Economist" had said that, in April, 1947, the average level of earnings was 103s. 6d., nearly double the average of 53s. 3d. in 1938. In April, 1947, the "Municipal Journal," an independent periodical, had declared that "the salaries fixed, especially for the first four years, under the General Division scale, compare unfavourably with those offered by commercial concerns," adding: "Unless something is done, it is possible that in time the present competition in the recruitment of juniors may have a serious effect on the recruitment of local government employees."

This view was shared by some local authorities. For example:

As long ago as September 1, 1946, the Southern Provincial Council, in response to reports from Maidenhead, Oxford, and Chepping Wycombe, of the difficulties of securing and retaining short-hand typists and junior clerks on the General Division scales, had recommended use of clause 23(d) of the Charter, allowing a local authority to pay more than the appropriate scale rate on grounds of special merit or ability, as a means of overcoming this difficulty.

In December, 1946, Surrey County Council drew the attention of the Southern Home Counties Provincial Council to the difficulties in recruiting junior staff, and suggested reduction of the educational standards on entry, higher salaries for juniors up to age 21, and special scales for typists, machine operators, and telephonists. The provincial council agreed that the lower ranges of the General Division were "quite inadequate to attract entrants of the right calibre" and recommended the National Joint Council to review the problem forthwith as a matter of urgency.



In February, 1947, Bucks County Council suggested revision of the scales "in view of the difficulty experienced in engaging or retaining junior staff" and the "unfavourable rates of pay compared with commercial and banking concerns."

In July, 1947, Birmingham City Council declared that, to attract suitable entrants to the service, it was necessary to advance each point in the General Division by four increments, making the starting salary for men £140 instead of £65 and attaining the maximum at 26 instead of 30. The council also instructed its chairman to emphasise to the chairman of the National Joint Council "the necessity for modification of the National grading scheme."

### Comparison with the Civil Service

In comparing the General Division of the local government service with the Clerical Division of the civil service—in which the work was generally similar—it was necessary to bear in mind that the civil service had a non-contributing superannuation scheme, whereas the local government officer had six per cent. deducted from his salary and bonus for superannuation. If this six per cent. were deducted from the local government General Division scales, plus bonus, comparison with the equivalent civil service scales (provisional) showed that the local government officer fared badly:

MEN	16	21	25	30	35
	£	£	£	£	£
Local Govt. ..	85	207	274	339	
Civil Service ..	140	220	280	355	430

WOMEN					
Local Govt. ..	68	166	218	271	
Civil Service ..	140	210	260	300	340

### Comparison with Other Standards

Much detailed evidence was given to show that the rates of salary laid down in the Charter, after addition of the current bonus, were lower than those prevailing in comparable employments. It is impossible here to quote all the examples given—they will in any event be familiar to many members—but the following extracts will give a general indication:

#### GENERAL DIVISION

	Men		Women	
	Min.	Max.	Min.	Max.
	£	£	£	£
Local Government ..	90	360	73	288
Bank A ..	135	475	135	325 (a)
Bank B ..	145	500	145	320 (b)
Building Soc. ..	120	520	120	285 (c)
Assurance Co. A ..	126	616	126	336 (d)
Assurance Co. B ..	130	510	140	300 (e)
L.C.C. ..	149½	468	149½	403 (f)

#### Notes:

(a) Rates are for country (B) branches—rates for country (A) branches are £10 higher and for London £25 higher, and are exclusive of family allowances and bonuses; maxima reached at age 32 (men) and 31 (women).

(b) Exclusive of family allowances. Maxima reached at 32 (men) and 30 (women).

(c) Maxima reached at 32 (men) and 29 (women).

(d) Maxima reached at 38 (men) and 35 (women).

(e) Maxima reached at 36 (men and women).

(f) Maxima reached at 34 (men) and 32 (women).

The staff side cited further the recent increases in scales for assistant teachers to £309—15—£555 for men and £270—12—£444 for women.

### Grades Above General Division

While the information given above related mainly to classes comparable with the General Division, the staff side argued that its case for increases applied with equal force to the higher grades, and had, in fact, been based on the consolidation allowances agreed for civil servants, which varied from £90 on salaries between £400 and £793 to £120 on salaries over £1,100, in the case of men, with slightly lower allowances for women. In support of the claim for these higher grades, it drew attention to the following increases recommended since the adoption of the Charter:

(i) Consolidated scales ranging from £550 to £1,000 (men) and from £200 to £800 (women) for inspectors, organisers, and advisory officers employed by local education authorities, recommended by May, 1947, by a joint committee on which were represented the County Councils Association and the Association of Municipal

Corporations—scales which were a substantial improvement on previous standards and put the officers concerned out of relation with other officers in the same authorities:

(ii) Increases ranging from 30 per cent. (on scales with a minimum below £700) to 10 per cent. (on scales with a minimum above £1,000) for local authority medical staffs, recommended, with effect from April 1, 1946, by the Askwith Committee; further increases for these officers were now being considered;

(iii) Increases of up to £100 for many classes of nurses, recommended, with effect from October 10, 1947, by the Rushcliffe Committee;

(iv) Increases of up to £75 for masters and non-nursing matrons of public assistance institutions, recommended by the National Joint Council on December 17, 1947.

### "Weighting" for London

The staff side contended that the current "weighting" for London was inadequate, and that it was anomalous to give officers in higher grades a lower "weighting" than was given to those in the General Division aged between 26 and 30.

The purpose of "weighting" was to compensate officers working in the London area for the higher cost of living there—including higher rents and prices, the heavy cost of travel, and the cost of meals necessarily taken away from home. For many, the present "weighting" did not compensate for the increased cost of meals alone, quite apart from railway and bus fares, recently increased. Teachers enjoyed a "weighting" of £36 a year, increased to £48 on completing 16 years service in the London area, or attaining the age of 37, whichever was the earlier, and the staff side argued that its proposals were the minima which should apply.

### Equal Pay for Equal Work

The staff side unanimously supported the principle of equal pay for equal work, but in view of the immediate cost involved in applying the principle fully, stated that it would regard as equitable an arrangement under which women on lower salaries should proceed on such salaries by the same increments as men until they reached equality with men, provided that such equality was reached within five years.

## STAFF CLAIM—EMPLOYERS' OFFER

The new scales claimed by the staff side, together with the employers' offer are set out below.

GENERAL DIVISION					
Age	Men		Age	Women	
	Offer	Claim		Offer	Claim
	£	£		£	£
16	120	135	16	80	108
17	135	150	17	90	120
18	150	175	18	110	140
19	180	195	19	140	155
20	205	220	20	160	175
21	220	240	21	178	190
22	245	265	22	198	210
23	260	280	23	210	225
24	275	295	24	222	235
25	290	310	25	234	250
26	305	325	26	246	260
27	320	340	27	258	270
28	335	355	28	270	285
29	350	370	29	282	295
30	360	380	30	290	305
31	360	390	31	290	315
32	360	400	32	290	320

NOTE.—It was agreed by both sides that, in the case of women, where it is found that the wage-for-age basis is inappropriate for certain classes, a local authority should be entitled to apply the scale without reference to age, provided that no officer shall receive less than is payable on the age basis.

CLERICAL DIVISION			
	Offer	Claim	
Men	£375—15—£420	£410—15—£440	
Women	£302—12—£338	£330—12—£370	

HIGHER CLERICAL			
	Offer	Claim	
Men	£440—15—£485	£465—15—£510	
Women	£354—12—£390	£372—12—£420	

MISCELLANEOUS			
Grade I			
	Offer	Claim	
Men	£315—15—£360	£340—15—£400	
Women		£320—15—10—£375	

Grade II			
	Offer	Claim	
Men	£375—15—£420	£410—15—£440	
Women		£400—15—£430	

NOTE.—The staff side originally claimed equal rates for women with men, in the General, Clerical, and Higher Clerical Divisions, but in view of the employers' unqualified refusal to concede this at present, or to concede equality of bonus on consolidation in the APT Division, and in the hope of securing a settlement of the major claim, agreed to submit the reduced claim for women, at the same time making it clear that this agreement was without prejudice to its ultimate claim for equal pay.

#### A P T DIVISION

	Offer		Claim	
	Men	Women	Men	Women
	£	£	£	£
Grade I	390	380	410	405
	405	395	425	420
	420	410	440	435
	435	425	460	450
Grade II	420	410	440	435
	435	425	460	450
	460	440	480	465
	465	455	500	480
Grade III	450	440	480	465
	465	455	495	480
	480	470	510	495
	495	485	552	510
Grade IV	480	470	510	495
	495	485	525	510
	510	500	540	525
	525	515	555	540
Grade V	520	510	550	535
	535	525	565	550
	550	540	580	565
	570	560	600	585
Grade VI	595	585	625	610
	615	605	645	630
	635	625	665	650
	660	650	690	675
Grade VII	635	625	665	650
	660	650	690	675
	685	675	715	700
	710	700	740	730
Grade VIII	685	675	715	700
	710	700	740	730
	735	725	765	760
	760	750	790	785

#### LONDON WEIGHTING

Current Scheme.—Men in the General Division: £10 at 16 to 20, £20 at 21 to 25, and £30 at 26 to 30; men in the Clerical and Higher Clerical Divisions, £20 at all ages; women in the same three divisions, 80 per cent. of those amounts; men and women alike in other Divisions, £20.

Staff Claim.—£15 at 16 to 20, £30 at 21 to 25, and £45 at 26 and over, for all men and women in all grades.



## Employers' Reply: "Local Government Officers Have Fared Better Than Most"

THE employers' case against the claim, presented by Sir Cyril Radcliffe, K.C., and Mr. Harold Willis, may be briefly summarised as follows:

1. The present total remuneration of officers in the local government service in England and Wales, as amended in the employers' counter-proposals, compares favourably and reasonably with the standards in comparable employment;
2. This remuneration bears a relationship to the advance in cost of living since 1939 at least comparable to, if not more favourable than, that of the salaried classes generally in the country;
3. Any increase in the present standards other than as suggested by the employers in their counter-proposals is not justified and, in any event, is contrary to the general policy in the present state of the country's economy;
4. The employers have "not actually reached a state of disagreement" on the merits of the proposal to increase London "weighting," consideration of the matter having been complicated by the introduction of provincial "weighting," on which the National Council has not yet reached a decision;
5. The application in respect of those officers with salaries in excess of £700, including chief officers, is immature in view of the proposals for alteration in the constitution of the National Council and the discussions for the formation of collective bargaining machinery for officers with salaries in excess of £1,000.

### Charter "A Big Improvement"

In amplification of these contentions, the employers argued that the Charter scales represented a substantial improvement on all previously-existing provincial council scales, most of which stopped at £500 or below, one as low as £340. Moreover, since grading was based on the post, not on the individual occupying it, a General Division officer was not necessarily restricted to the maximum of the General Division, and a substantial number progressed to the maximum of the Clerical Division and a not inconsiderable number to the maximum of Grade APT I or APT II. One of the outstanding results of the appeals procedure—and already more than 2,500 appeals had been heard by provincial council appeals committees—had been the number of General Division officers who had secured Clerical Division grading.

The Charter had been reliably estimated to have cost local authorities £4,500,000 in the financial year 1946-7, and was likely to cost them £6,000,000 in 1949-50. Figures of additional cost per officer in 1949-50 in 15 authorities as a result of the adoption of the Charter, showed that, disregarding increments which might have been paid under former salary arrangements, it ranged between £21 5s. in Surrey county (the lowest quoted) and £107 12s. in Chesterfield rural district (the highest) with 10 of the 15 authorities showing an increased cost of more than £50 per officer.

Before the dispute arose the employers had agreed, to meet the difficulty of recruiting and retaining young women officers, to allow local authorities to apply the General Division scales in respect of women without reference to age, and their counter-proposals would bring the General Division rates between the ages of 16 and 20 into line with the salaries paid in other comparable services.

### "More Than £760 Precluded"

Even had they been disposed to do so, the employers were precluded from making substantial increases, beyond the addition of the present bonus, to the salaries of officers now receiving £700 a year by reason of Clause 3 (b) of the Constitution of the National Joint Council, which limits the Council's powers in the matter of salaries to officers with salaries not exceeding £700. In this connection, the employers had recently approved the establishment of separate joint machinery to regulate the salaries of officers over £1,000, and in view of this they suggested that the staff side proposal on this issue was ill-timed and could only lead to confusion.

On the claim that the "all in" maximum of the General Division should be £400 at 32, the employers contended that:

1. In 1939, the salaries paid to General Division clerks in local government compared favour-

ably with the standard of salaries in comparable services; and

2. This position prevailed to-day.

In support of this contention, the employers cited the current salary scales in the civil service and the British Railways—which they claimed to be "the only comparable examples in the public services"—and a big industrial firm, described as "a typical example of the 'good employer' class" in private enterprise. The following figures are extracted from this statement:

1939	Age 16	21	25	30	32
	£	£	£	£	£
Industrial Firm	50	125	185		
Railways	45	110	150		
Civil Service	75	135	186	232	256
Local Govt.	55	126	186	216	219

Note: The Industrial Firm went to maximum of £200 at 26, railways to maximum of £180 at 28, civil service to maximum of £268 at 33, and local government to maximum of £318 at 38.

1948					
Industrial Firm	105	220	285		
Railways	91	203	248		
Civil Service	140	220	283	355	385
Local Govt.	90	220	290	360	

Note: Industrial Firm goes to £300 at 26, railways to £293 at 28, and civil service to £430 at 35 (with efficiency bar at 25).

#### Cash Increase

Industrial Firm	55	95	100		
Railways	46	93	98		
Civil Service	65	85	97	123	129
Local Govt.	35	94	104	144	

#### Percentage Increase

Industrial Firm	110	76	54		
Railways	103.3	84.5	65.3		
Civil Service	86.6	62.9	52.1	53	50.3
Local Govt.	63.6	74.6	55.9	66.6	

Note: All the above figures exclude present "weighting." The figures for local authorities for 1939 are averages of provincial council scales, excluding those for the Metropolitan area.

These figures showed, the employers suggested, that since September, 1939, the local government officer had received, by way of war bonus and improved salary scales, just as much as his opposite number in the civil service, the railways, and a large industrial concern, and that the National Joint Council had thus preserved the principle applied when the Charter was adopted, that the salary standards applied in local government should be fixed in comparison with rates in comparable occupations. The employers did not propose to lead in the determination of salary standards, which would be the case if the staff side claim were accepted.

### "Better Than Civil Service"

In regard to the civil service, the employers claimed that the figures showed the clerical officer in the local government service to have fared on the whole better than his opposite number in the civil service. It was true that there was progression in the civil service over the age of 30 to a maximum of £430 at 35, as opposed to £360 at 30 in local government; but "the division between the clerical officer on the promotion grades in the civil service is much more clear and distinct than that obtaining between the clerk in the General Division and his superior in the Clerical and Higher Clerical division in the local government service."

In regard to the railway service, the employers further pointed out that the present rates for clerical and supervisory staffs were fixed by a Court of Inquiry appointed in June, 1947, before which the staff side representatives made comparisons with the local government officer and the civil service. In view of this, it appeared that any further changes in the level of remuneration in the local government service would amount to an invitation to reopen claims for similar classes in the railway service.

From these arguments the employers' case went on to reply to supporting submissions by

the staff. The staff arguments are printed in italics and the summary of the employers' replies in roman type:

1. Existing General Division scales are too low to attract entrants of the right quality. This can only apply to juniors entering the service or leaving school—there being little recruitment to the service beyond the age of 17—and the employers' offer of higher rates between 16 and 20 will bring the salaries at these ages into line with those paid in comparable services.

2. Improvements in L.C.C., City of London, and Metropolitan Water Board scales call for consequent improvements in Charter rates. It is unsound to contend that, because comparative few officers employed by authorities which are not members of the National Joint Council enjoy salaries in excess of those in local government generally, the salaries in local government should be increased. This contention pays no regard to the thousands of civil servants in London whose salary standards are in line with those in local government. In any event, present L.C.C. salaries, including the higher bonus element, show a smaller percentage increase over 1939 figures than do local government salaries—the L.C.C. increases ranging from 64 per cent. at 16 to 48 per cent. at 30, and the local government increases ranging from 64 per cent. at 16 to 67 per cent. at 30.

3. The higher scales current in banks and insurance companies similarly call for a review of the Charter scales. While admitting that the salary scales of banks and insurance companies are above the General Division scale in the higher reaches, the employers contend that bank clerks and insurance clerks perform more responsible work than does the local government General Division clerk and that much of the work performed by a bank clerk on this grade would, in local government, be remunerated at Clerical and A.P.T. Division rates.

4. Consolidation in the civil service included a consolidation element higher than the current bonus. This is true—but against it must be set the fact that the standard of salaries in the civil service was not substantially increased between 1939 and the date of consolidation, as was in local government—and in spite of the higher consolidation element, the local government General Division scale remains in line with the civil service scale.

### London "Weighting"

On the claim for higher London "weighting," the employers said that they had not actually reached a state of disagreement with the staff side on the merits of this proposal, but complained that the staff side had complicated the issue by asking subsequently for a salary "weighting" for certain big provincial cities—a claim which was not part of the dispute before the Tribunal. In these circumstances, the employers took the view that London and provincial "weighting" must be considered together—and pointed out that the "weighting" allowed to several classes of manual workers, to railway employees, and to civil servants, was generally below the rates prescribed in the Charter.

### Cost of Living

While accepting the estimate that the new cost-of-living index showed an increase of between 60 and 65 per cent. over pre-war, the employers were not convinced that the increase, bearing in mind the general advance in the level of remuneration in the service since 1939, was such as to warrant an increase in the bonus element on consolidation.

### Economic Conditions

Finally, the employers contended that the staff side claim must be considered in the light of the financial state of the nation. They called attention to the appeals of the Prime Minister and of the Chancellor of the Exchequer to workers not to press for wage increases, in view of the danger of worsening inflation, and the recognition by responsible trade union leaders that wage rates increased without parallel increases in production could only reduce the real value of the purchasing power of the wage-earner. This argument applied with particular force to salaried staffs who, in view of their generally non-productive occupation, must inevitably have a low priority in the special circumstances of the moment in the distribution of surplus income.

(Continued at foot of next page)



# N.E.C. RESHAPES NALGO MACHINERY TO MEET NEEDS OF UTILITY AND HOSPITAL STAFFS

## Separate Consultative Committees and Councils for Each Service

**FURTHER** measures to adapt NALGO organisation and machinery to meet the immediate needs of the Association's newly recruited utility company and hospital members, and the needs both of these, and of the staffs at present in local authority employ after their transfer to the various boards by which they will be employed after nationalisation, have been approved by the National Executive Council and the committees concerned.

Hitherto, the Association has concentrated on building up joint negotiating machinery for the newly recruited members still in the employ of companies or voluntary hospitals, on forming separate branches for them where required, and on setting up consultative committees to deal with problems as they arose in the progress of the nationalisation measures. It has also increased the number of district officers and—as was announced in LOCAL GOVERNMENT SERVICE last month—will shortly be appointing three new organising officers at Headquarters, one for electricity staffs, one for gas staffs, and one for hospital staffs.

The new measures now approved take the reorganisation a stage further and will, the Council believes, go far—if, indeed, they will not suffice—to meet any need for permanent change in the Association's constitution and machinery. They include the following:

1. Branch organisation will continue under the existing rule which allows full freedom for the formation of separate branches in the public utility and hospital services. Adaptations in the existing layout of branches will no doubt be found necessary as and when the administrative structure of the new services and the disposition of the staffs therein is settled by the authorities.
2. In each district, separate consultative committees will be formed for each service, with the status of sub-committees of the district committee. The personnel will be drawn from the staff of the service concerned and should preferably not exceed 20, plus, say, three representatives of the district committee. It is not possible at present to fix any formula for the size of these committees or the method of building up the representation from the branches upon them. District committees have been asked, therefore, to submit schemes showing the proposed constitution of these committees and the Council will, on consideration of these schemes, endeavour to apply some common factors for their size and

constitution as and when the disposition of staffs in the new areas is settled. The cost of the consultative committees will be borne by the district committees.

3. Consultative councils will be set up at the national level for each service, constituted by representation from each district consultative committee, plus ex-officio members representing the National Executive Council. Here, again, it may be some time before any orderly method for the representation on these consultative councils becomes practicable. Ad hoc consultative groups will, if necessary, be set up provisionally, along lines already followed in the case of the electricity supply service.

4. It is intended that the consultative bodies at both district and national level will be used in the selection of personnel to represent the staff in each service on its appropriate Whitley machinery, the aim being that, when proper representative bases for the consultative bodies can be established, the Whitley representatives from the staff concerned will be appointed by those bodies.

5. For the time being, the district executive committee will report to the district committees and the national consultative councils to the service conditions committee of the National Executive Council. If, however, the machinery now outlined proves satisfactory and adequate to meet the new situation, the national consultative councils could, if kept at reasonable size, fulfil the role of separate service conditions committees of the N.E.C. for these services, with some liaison representation from the N.E.C. itself. Alternatively, the service conditions committee could be retained as a co-ordinating body

on major service conditions policy in all spheres, but leaving detail and the application of policy to the national consultative councils, in which case representatives of the national consultative councils would be co-opted to the service conditions committee. Similarly, each district consultative committee, when appropriately constituted at a later stage, could report to its own national consultative council and assume a role in the application of service conditions policy for its own service and area.

The National Executive Council has surveyed suggestions put forward in various quarters for changes of other kinds—and particularly those which envisage a new constitution based on a federation of groups for each service, with a governing body representative of such groups. It finds all such suggestions to have many dangers to cohesion and solidarity and to be difficult and in some respects, impracticable to implement, both as regards the machinery of representation and administration.

It considers that the measures outlined above will best meet immediate needs. While it will keep the question of any further changes before it as experience develops, it believes that changes of the wider nature which have been put forward from time to time could in any event not be implemented—as the present measures can—without a protracted period of wholesale reorganisation; and that such a process would be inimical to the interests of the Association in present conditions and not least so to the needs of the public utility and health staffs involved, concerned as they are with the immediate requirements in the sphere of bargaining machinery and national conditions of service.

## NALGO Backs Nursing Working Party's Report—With Some Reservations

**GENERAL** agreement with the majority report of the Working Party on the Recruitment and Training of Nurses, subject to reservations on some of the report's conclusions, is expressed in a statement prepared and set out on behalf of NALGO by the service conditions committee of the N.E.C. in the light of observations submitted by the women's services sub-committee and other interested groups of members. The report, which was summarised in LOCAL GOVERNMENT SERVICE in October, makes many recommendations designed to alleviate the "cramping and over-disciplined existence" of nurses which the Working Party considered to be the main reason why more than half the girls who take up nursing to-day leave before they have even completed their training.

The conclusions upon which NALGO proposes to offer reservations (numbered as they are set out in the report) and the Association's comments upon them (printed in italics) are given below. These are subject to confirmation by the N.E.C. when it meets next month, and may need revision after the minority report of the Working Party has been published:

2. Nurses in training must no longer be regarded as junior employees subject to an outwork system of discipline. They must be accorded full student status so far as the intrinsic requirements of nurse training permit.

*The term "student status" we understand to mean that the student is primarily a student, and that all her abilities should be directed to training in her chosen profession; and that she will not be called upon to carry out repetitive jobs or domestic duties unless they are a necessary part of the training.*

6. If a student nurse were relieved of domestic work, and of nursing duties dictated solely by the staffing demands of hospitals, a period of two years would suffice for a general training.

9. The first 18 months of the course would be devoted to the fundamentals common to

all fields of nursing and the remaining six months to concentrated study and training in a chosen field.

*It is our opinion that a period of two years in actual training on fundamentals common to all fields of nursing is not excessive, and that the further six months on training in a particular field should be additional and form part of the final third year of practice under supervision before being licensed.*

16. The state examination should be divided, as now, into two parts, the first to be taken at the end of 18 months, covering the content of the common course, and the second at the end of two years based on the content of the training in the chosen field.

*It is our opinion that the first examination should be taken at the end of twelve months' training; examination results will indicate that some students lack aptitude, or are unsuitable for training, and it seems better that any "weeding out" should be earlier rather than later.*

17. On the successful conclusion of the two years' course the student should qualify as S.R.N. with the appropriate pay and status, but would not be regarded as qualified to practise privately, or to be employed except under supervision, until she has completed satisfactorily a further year's work under supervision. At the end of that period she would be licensed to practise.

*We consider that the course should be two and a half years instead of two years and that the further year's work under supervision before the student should be regarded as qualified to practise privately should be reduced to six months, giving a complete period of three years. A nurse should not be permitted to describe herself as S.R.N. until she is licensed to practise; there is a danger otherwise that persons will be described as S.R.N. who have not practised at all.*

(Continued on next page)

(Continued from preceding page)

"The employers therefore feel," their statement declared, "that to release the £3,250,000 reliably estimated as the cost of the staff side application would be merely to send more money chasing fewer goods, resulting inevitably to the disadvantage of the salaried workers in the country as a whole. In the present circumstances, such an act would be in direct opposition to the declared policy of the Government, and would only result in stimulating the vicious spiral to which the Prime Minister has referred."

They accepted the conclusions of a writer in "The Economist" that, although average weekly wage earnings, including overtime had increased since 1938 by 90 per cent., while salaries had increased by only 51 per cent., resulting, after allowing for direct taxation and higher prices, in a net increase of 10 per cent. in wages but a net fall of 14 per cent in salaries, but added: "There exists no special case for treating civil servants and local government officers as belonging to any specially privileged class of salaried workers, and therefore there is no case for saying they should stand outside this general trend. The figures quoted show that the average increase in the General Division is substantially above the figure of 51 per cent. and invite the conclusion that the officers in the local government service have fared better than the average salaried worker. The position in the grades above the General Division is equally true."



(Continued from preceding page)

20. If student nurses are to be treated as students:

(a) There must be adequate nursing and domestic staff in training hospitals;

(b) The course of training must be dictated by the needs of the students and not by the staffing requirements of hospitals;

(c) The finance of nurse training should be independent of hospital finance;

(d) Students should be under the control of the training authority and not of the hospital, except as necessary for teaching and the care of patients;

(e) The responsibility for determining the necessary recruitment and ensuring that it is secured should rest with the health departments.

We agree . . . subject to the reservation on (d) that nothing will be done that will detract from the authority of the matron in her hospital and on the assumption that "necessary for teaching and the care of patients" includes discipline and deportment of student nurses whilst in the hospital.

22. Students should receive, in addition to board residence (or allowance in lieu) and free tuition, a grant to cover personal expenses to be paid by the training authority.

We are of opinion that adequate standard financial aid to cover living expenses should be given to all students.

24. In each hospital region selected hospitals and public health agencies should be grouped to form composite training units covering the whole nursing field. Students would be students of the unit, passing from one institution to another as necessary in the course of their training.

We agree, but suggest that NALGO should consider the implications of para. 27 of Ministry of Health Circular 118 dated July 10, 1947 [this suggests that local health authorities should review the arrangements for the supervision of midwives practising in the area and should consider the desirability of appointing to the staff of the medical officer of health a superintendent nursing officer to co-ordinate the midwifery, health visiting, and home nursing services].

35. If our suggestions on midwifery are adopted, we suggest that the General Nursing Councils and the Central Midwives Boards might be combined into one body which might be called the General Council for Nurses and Midwives of Great Britain, and would include governmental, university, and other educational representatives together with nurses and midwives elected regionally.

We are of the opinion that the General Nursing Council should be re-constituted so as to include specifically representation of nurses experienced in all aspects of social and preventive medicine, as well as in bedside nursing.

37. For some time it will be essential to use the services at least of those assistant nurses now employed, but such a grade with a two-year training should not be perpetuated. The roll should be closed at a given date and to fill the gaps their duties should be allocated partly to trained staff and partly to nursing orderlies who would replace assistant nurses.

We consider that the roll of assistant nurses should not be closed until some satisfactory alternative arrangement can be made for the nursing of the chronic sick.

Other matters which came before the committees of the N.E.C. on January 10 included:

## SERVICE CONDITIONS

**Workmen's Tickets**—On the suggestion of Bermondsey branch, the Association is to ask the Railway Executive of the British Transport Commission to grant to black-coated workers "reasonable facilities" for obtaining workmen's tickets for travel to and from their employment. Bermondsey branch had complained of the present differences in the rates charged to manual and black-coated workers which had been accentuated by the increases in rail fares last October.

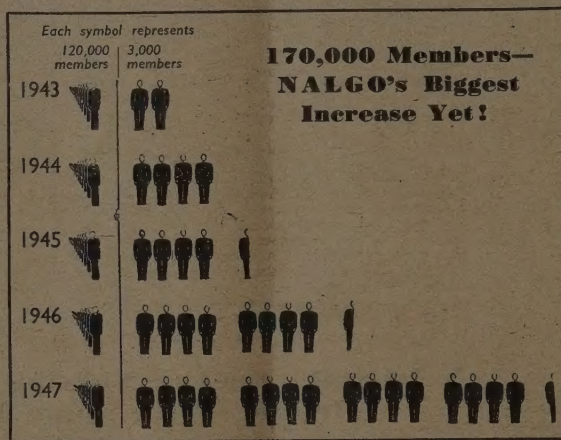
**Potato Rationing**—The Ministry of Food is to be asked to increase the allowance of potatoes to canteens used by clerical workers—three and three-sevenths ounces per day, against eight ounces for schools and 12 ounces for industrial canteens serving manual workers.

**Marriage Bar**—An inquiry made of NALGO's 916 branches at the request of those who had urged the N.E.C. to take a stronger line in opposition to the marriage bar had produced only 95 replies, as follows:

Favouring removal . . . . .	44
Opposed to removal . . . . .	13
No enforcement at present . . . . .	4
Decision either way inopportune . . . . .	7
No views . . . . .	27

In view of the inconclusive result of these replies, the committee decided to take no action.

**Revision of the Charter**—The special sub-committee set up to consider modifications in the Charter has postponed making any general recommendations until the results of the arbitration claim on consolidation is known.



**Joint Consultative Committee**—At the request of both organisations, the Association of Local Government Engineers and Surveyors is to replace the Institution of Municipal Engineers on the Joint Consultative Committee—a body formed by NALGO to consider matters of professional and sectional interest delegated to it by the N.E.C.

**Membership of Provincial Joint Councils**—By December 30, 1,302 of the 1,530 local authorities in England and Wales had joined appropriate provincial joint councils. This figure included all county councils, save the L.C.C. and all county all metropolitan boroughs.

## References to N.J.C. Staff Side.

The following matters have been referred to the staff side of the National Joint Council:

**Transport Inspectors' Scales**—A claim for a review of the salary scales for transport inspectors and direct representation on the National Joint Council when their pay and conditions are considered.

**Accidental Injury**—A claim for the amendment of the wording of Charter para. 16 (3) d and f.

Para. 16 (3) d provides, *inter alia*, that an officer involved in an accident in which "contributory negligence" is proved is not entitled to sickness allowance, and the staff side will be asked to urge that the allowance shall be withheld only when "sole negligence" is proved.

Para. 16 (3) f provides that an officer who has received an allowance may be required to refund it in whole or in part if he receives damages from a third party. The staff side is to be asked to press for an amendment to permit the officer to retain damages and to allow the local authority, if it wishes, to join with him as co-plaintiff in the proceedings to recover damages for the loss of his services.

The following matters were referred to the NALGO members only of the staff side:

**Charter Education Provisions**—A request from the Metropolitan area education committee that the whole of the education provisions of the Charter be reviewed for revision and clarification before publication of the lists of (a) examinations acceptable as alternatives to the promotion examination of the Local Government Examinations Board (Charter para. 28) and (b) examinations the passing of which entitles the officer to a grant (Charter para. 29). In particular, the area education committee suggested that the requirement (para. 8) that local authorities should adopt and prepare a post-entry training scheme to come under the purview of a local joint committee should be compulsory—with machinery for the reference of disputes to the provincial council; the facilities granted by the Ministry of Health to laboratory technicians should be sought for all local government officers; the provisions (para. 29) governing the payment of grants to officers passing recognised examinations should be clarified; and, generally, that provincial councils should be authorised to deal with staff representations on the non-implementation of the educational provisions.

**Payment for Acting Rank**—A resolution of the Glamorgan C. C. branch, asking that the decision of the National Joint Council on October 23 to the effect that, while an officer temporarily occupying a higher graded post should be entitled to extra pay, this should not apply to an officer called upon to perform duties outside his post by reason of the illness or leave of others, should be amended to allow a local authority to continue its present practice.

**National Joint Council**—J. W. MOSS and J. PEPPER are to replace MISS M. ANDERSON and P. H. HARROLD on the staff side of the local government National Joint Council. Other representatives nominated by the N.E.C. are L. BEVAN (staff side chairman), G. C. MARTIN, L. H. TAYLOR, E. A. S. YOUNG, the general secretary, and the chief organisation officer.

On the executive committee of the Joint Council, W. PITT-STEEL replaces A. PINCHES, who is retiring from the N.E.C. at the end of the current NALGO year.

## LAW & PARLIAMENTARY

The Committee considered and dealt with reports of 33 cases of legal assistance to members.

**Pensions (Increase) Acts**—Discussions are to take place with the L.C.C. Staff Association on further desired amendments to the Pensions (Increase) Acts.

**Local Government Bill**—The Committee approved action taken in the protection of the interests of rating valuation staffs (reported in the January journal and on page 34 this month).

**National Assistance Bill**—The Minister of Health has been asked to receive a deputation from organisations representing public assistance staffs to discuss the compensation provisions of the Bill, particularly in relation to part-time officers; the position of masters and matrons affected by the operation of the Bill and of the National Health Service Act, 1946; security of tenure of senior poor law officers who remain in the service of local authorities; and, generally, questions arising from the Bill and its operation.

**Electricity Act, 1947**—It is expected that discussions on the proposed compensation regulations will be held at the Ministry of Fuel and Power soon.

**Public Accountants Bill**—Discussions on the proposed Bill have taken place with representatives of the Institute of Municipal Treasurers and Accountants and of the Association of Local Government Financial Officers, as a result of which NALGO is to make representations to the Board of Trade on the following points:

1. The chief financial officer of a local authority or a statutory undertaker should be entitled to obtain a practising certificate, and qualified members of his staff should be entitled to such a certificate if they leave the employ-



ment of the local authority or statutory undertaker after the appointed day and desire to set up in private practice.

2. The position of existing chief financial officers who have not the qualifications prescribed by the Bill should not be adversely affected.

3. The title, "Public Accountant" is unsuitable in that it is to be applied to persons engaged in private practice and not to those employed by local authorities and statutory undertakers.

## EDUCATION

**Post-Entry Training**—A sub-committee is to examine the draft of a model scheme of training for officers after entry to the local government service, designed to encourage local authorities to begin such training and guide those who have already begun it.

**Diploma in Educational Administration**—Secretaries of branches covering the staffs of education departments have been asked to test the opinion of such staffs on the probable future demand for an appropriate qualification—either a diploma in educational administration or a diploma in public administration with an extra optional subject of "education" or "educational administration" if such are acceptable to the universities.

**Shortage of Text Books**—Concerned at the shortage of text-books, the Association has written to the Board of Trade urging the release of more paper to publishers for these books.

**Testimonial Fund Prizes**—Prizes of three guineas each have been awarded to the most successful students of nine universities and university colleges sitting for examinations for a degree or diploma in public administration last year.

## PUBLIC RELATIONS

**A National Exhibition**—The public relations committee is to recommend that the N.E.C. submit to the Government, the Ministry of Health, and the associations of local authorities, suggestions for the organisation, in 1951, of a big national exhibition of local government, either as part of, or in association with, the national exhibitions which are to be held that year in celebration of the centenary of the Great Exhibition of 1851. In addition, approach will be made to local authorities suggesting the organisation of local exhibitions. Since only seven branches have expressed the view that their local authorities would be willing at the moment to hire the proposed new NALGO exhibition, this scheme has been deferred for the time being, but it will be considered again with a view to the production of the exhibition in time for use in 1951, or earlier if circumstances are more propitious.

**A Brighter Conference**—Subject to N.E.C. approval, the agenda committee, on the suggestion of the public relations committee, is proposing changes in Conference procedure designed to make Conference of more interest and value to delegates and to obtain wider Press publicity for debates on matters of public interest. The committee agreed that the policy adopted in the past of linking as many motions as possible to paragraphs of the Annual Report had detracted from the interest of Conference, producing an unbalanced agenda in which important items tended to be buried among relatively minor matters, and motions raising new topics or questions of principle to be crowded at the end of the agenda, with the result that they came up in the final hours of Conference when there was no time for adequate discussion. To overcome this difficulty, it is proposed that:

Motions should be linked to the Annual Report only when that course is clearly desirable:

While the layout of the issued agenda must conform to the Rules, the agenda committee should select those motions which it considers to be (a) of public interest and (b) of important domestic interest, and the President should exercise his prerogative under the Rules to call these motions during the first part of each day's session, delegates being informed in advance of the order in which they were to be taken and Conference returning to the printed agenda programme when they had been disposed of.

This procedure, it was felt, would have the advantage of allowing more time for the discussion of matters of real importance, would assist the Press to give fuller reports of such debates, and would ensure that, should congestion of the

time-table limit debate at any stage, only relatively unimportant matters would suffer.

The agenda committee would meet at the close of each day's proceedings to review the progress of business and consider any representations made by delegates.

**Civics in School Curriculum**—In fulfilment of the resolution of the 1947 Conference, the general secretary has written to the Minister of Education suggesting the inclusion of the study of "civics" in the school curriculum, as a means of fostering a greater sense of citizenship, and offering the fullest co-operation of the Association, nationally and locally, in any action the Ministry wished to take. Further action, including consultation with other interested bodies and the preparation of a handbook on methods of introducing civics to children, will be taken in the light of the Minister's reply.

**Consultative Committee's Report**—Copies of the report of the Consultative Committee on Publicity for Local Government, recommending the adoption by local authorities of a policy of public relations, are to be sent to all branches, with the suggestion that they should bring the report to the attention of their local authorities and offer full co-operation in giving effect to its recommendations. In addition, it is proposed to inform the associations of local authorities that branches are prepared to assist local authorities in implementing the report, and to seek the co-operation of chief officers through their sectional and professional societies.

**Information for Members**—In view of the rapid growth in the Association, the need to supply more information to members about its activities, and the continued restrictions on the size of LOCAL GOVERNMENT SERVICE, it is proposed to modify for the time being the policy of the journal. Hitherto, the journal has

## Bargaining Machinery for Public Utility and Health Service Staffs

THE Association has made further substantial progress towards the establishment of national joint negotiating machinery for employees in the electricity and gas industries and the health services. Latest developments are:

### Discussions with B.E.A.

On January 30 (after this number of LOCAL GOVERNMENT SERVICE had gone to press), representatives of NALGO and of three other unions covering the administrative and clerical staffs in the industry were to meet full-time members of the British Electrical Authority to discuss the draft constitutions of National and District Joint Councils. NALGO's representatives were L. B. BEVAN, chairman of the staff side of the local government N.J.C., T. NOLAN, the general secretary, and the chief organisation officer. The other unions represented were the Clerical and Administrative Workers', the National Union of General and Municipal Workers, and the Transport and General Workers'.

The Association's continued efforts to secure effective negotiating arrangements before vesting day have now been rewarded. At a meeting on January 19, representatives of the company employer associations and the unions—including NALGO—agreed to recommend their respective associations and unions to set up, pending vesting day, a joint committee "to examine and if thought fit to make recommendations upon any matters submitted by the parties in relation to the administrative and clerical staffs of the companies." It was also agreed that "the employers associations and trade unions will use their best endeavours to obtain effective acceptance of such recommendations by the undertakings and the members of the union concerned." Parties to the agreement were:

**Employers Associations**—Incorporated Association of Electric Power Companies, London Electricity Supply Association, and Provincial Electric Supply Association.

**Unions**—NALGO, Clerical and Administrative Workers', National Union of General and Municipal Workers, and Transport and General Workers'.

The meeting at which this decision was reached was preceded by conversations on December 1 between the B.E.A. and the employers' associa-

sought to combine articles and reports on the Association's work with material of wider cultural interest on general local government topics. Since it has now become impossible to do this while at the same time giving the fullest possible information about the Association's

### NALGO wants:

#### Assistant District Officers

Applications are invited from men and women for the posts of assistant district officers on Grade IV of the Association's scale—£420 to £465—the commencing point depending on experience and qualifications. Cost-of-living bonus will be paid; the appointment will be subject to one month's notice on either side; a superannuation scheme is in operation.

The successful candidate will be required to organise local government officers in the area to which he, or she, may be assigned, to attend meetings, and to represent the Association before local authorities and other bodies. Organising experience, energy, enthusiasm, and ability in public speaking are essential, and a knowledge of local government, its functions and procedure, is desirable. Reasonable travelling and subsistence allowances will be paid.

Applications, giving full particulars of age, education, qualifications, NALGO and other experience, and names of three persons to whom reference may be made, must reach the General Secretary, NALGO, 1, York Gate, Regent's Park, London, N.W.1 by February 28.

Canvassing members of the National Executive Council will disqualify.

trade union work, it is proposed to publish fewer general articles and more trade union news. To assist in this project, every effort will be made to provide fuller and more immediate information about current negotiations and decisions, both by the N.E.C. and by the National Joint Council.

**N.E.C.'s Meeting**—The next meeting of the N.E.C. will be at the Rougemont Hotel, Exeter, on March 13.

tions and the unions separately, and on January 14, between representatives of all three groups, under the chairmanship of Lord Citrine, B.E.A. chairman.

### Charter for Gas Staffs Claimed

The first meeting of the newly formed National Joint Council for Gas Staffs on December 18 formed an appeals committee and referred to its executive committee proposals that the local government Charter should apply to gas staffs with effect from July 1, 1947, on the basis of an immediate interim increase of £50 for adults and proportionate rises for juniors, subject to such increases being within Charter scales, plus London "weighting" where applicable.

M. MILNE-WATSON, manager Gas Light and Coke Company, is chairman of the new council; W. E. WEBB, British Gas Staff Association, is vice-chairman; and C. PLOWMAN, Federation of Gas Employers, employers' secretary. As we reported last month, J. E. N. DAVIS, NALGO's chief organisation officer, is staff side secretary. The staff side in the executive committee consists of the staff side chairman and secretary *ex officio*, two other NALGO representatives—L. BEVAN and the general secretary—three representatives of the British Gas Staff Association, and one representative each of the National Union of General and Municipal Workers and the Transport and General Workers' Union.

On January 6, Sir DONALD FERGUSON, permanent secretary to the Ministry of Fuel and Power, discussed with a staff deputation questions involved in the Government's proposals to nationalise gas undertakings. It is expected that the Bill will include provisions for negotiating machinery similar to those made by the Electricity Act.

### Health Service Negotiations

NALGO's representatives on the functional Councils set up to settle pay and conditions for groups of workers in the new Health service with whom the Association is concerned are:

**Administrative and Clerical group**—HADEN CORSER, deputy general secretary;  
**Nurses and Midwives group**—C. A. W. ROBERTS, W. PITT-STEEL, HADEN CORSER, and J. E. N. DAVIS, chief organisation officer;

**Professional and Technical groups**—(a) HADEN CORSER and (b) W. R. BEEVERS.



## READERS' FORUM

**T. U. C. Affiliation : Utility Members : Public Relations**

THE question of affiliation to the T.U.C. has always been wrongly put. It is not, "shall we affiliate," but "who stands in the way?" The general secretary's report in the January journal amply endorses the case made out year after year by the supporters of affiliation, and shows the political red herrings for the tiddlers they are.

It is now plain that the only reason why NALGO does not apply for affiliation is chief officer opposition. We must show these members that their political prejudices are fetters on the ever-growing limbs of our great organisation.

The essence of the argument about our so-called exceptional status is that, as local government officers, we occupy a position of public responsibility and must, therefore, be non-political and assert the fact unmistakably. But this cannot apply to 95 per cent. of us. The only people who might be embarrassed by association with the T.U.C. are the principal officers. But NALGO is not composed solely of chief officers: it consists in the main of ordinary non-policy-making, anonymous meter readers, transport inspectors, clerks, minor administrative officers and the like, whose political associations cannot possibly conflict with their official positions. To most of these, the political tinge of the T.U.C. is of little moment and could not, by any stretch of the imagination, be interpreted as a threat to the stability and disinterestedness of the service.

Mr. Attlee said, not long ago, that the mass of local government officers could regard political activity as a right shared with the rest of the population: it was, he continued, only the chief officers—those concerned primarily with policy-making—who must exercise caution. Yet it is this minute fraction of our membership which controls NALGO, and whose point of view colours the argument out of all proportion. The fact that affiliation might inconvenience a number of principal officers, as did certification in 1920, should not be allowed to stand in our way if the further development and strengthening of the Association calls for affiliation.

The major problem facing the T.U.C.—and ourselves—to-day is a national wages policy. It will be thrashed out by the special economic sub-committee of the T.U.C. and will determine our policy. It is common sense for us to want to be in on the ground floor of such important discussions. The decisions made by the T.U.C. will, in the long run, be as binding upon us as they will be upon all other organised workers.

NALGO needs the T.U.C. and, in my submission, the T.U.C. needs NALGO. Times have changed. We cannot afford the splendid isolation of the days of Sir Homewood Crawford. If, to-morrow, some senior officers leave NALGO because they dislike the T.U.C. that will not necessarily weaken us. On the contrary, affiliation, by according with the needs of the majority, will strengthen the Association where it needs strengthening—at the bottom, in rank and file devotion.

Gas Dept.,  
Town Hall, Manchester.

TOM FERNLEY.

**"Conference Not Representative"**

SUCH an important matter as affiliation should not be left to Conference, which can never be fully representative of the membership—as the 1942 ballot showed. Were the rules to be amended to allow a postal ballot, I am sure the results would be overwhelmingly in favour of affiliation. But since this is impossible, branches should instruct their delegates to press for affiliation at this year's Conference.

"PROGRESSIVE."

**"Biased and Unrealistic"**

IF the decision of the N.E.C. against affiliation was based on the general secretary's excellent report, then I feel that the majority of 31 voting against must have been biased, since the arguments in favour of affiliation on a solely industrial and non-political basis outweighed those against.

In these days, when the standard of living of Clerical and General Division members is threatened by almost daily price increases, and

when the T.U.C. is fighting wage pegging, the N.E.C.'s rejection of the T.U.C. was unrealistic and retrograde.  
Glasgow Branch.

J. McDONAGH.

**Opinion-Forming Report—**

I WOULD like to congratulate the general secretary on his excellent and informative report on affiliation: never before have I read so clear an analysis of a complex problem. Though its length, and the small type in which it was printed, may have deterred many from

We apologise to the many readers whose letters notwithstanding drastic condensation of those published—had to be left out this month. It is more necessary than ever to keep letters short. Those for the March journal must reach the Editor, 1, York Gate, Regent's Park, London, N.W.1., by February 16 at latest.

reading it, I urge every member to digest every word. It is 'dry stuff' excitingly written. Thank you, Mr. Warren, for helping me to form a very definite opinion on the matter!

A. C. HOCKING, A.C.I.S., F.R.Econ.S.

Honorary Treasurer.

Cornwall Electric Power Branch.

**— or "Poppcock" ?**

NEVER have we seen so much paper wasted over so little as in the January journal. The general secretary's 64-page report on T.U.C. affiliation was poppycock. It could have been condensed into half a column—and would then have been read instead of being passed over as "just another report," as was done by everybody to whom we have spoken. We did read it ourselves, and were amazed at the continual repetition of a simple theme. It is typical of so many things in NALGO these days: what about cutting the cackle and getting things done?

"THE LESSER BULLS"

Public Health Department,  
Birmingham.

**How Did They Vote?**

WHILE members welcome the N.E.C.'s decision to publish the general secretary's report on affiliation and the agreed statement on the meeting between representatives of NALGO and the T.U.C., a report of the debate in the N.E.C. would have been equally welcome.

Since N.E.C. members must have known that a decision was to be reached at the December meeting, a vote of 47 was small. Were 25 per cent. absent, or did some abstain? So that members may find out whether, and how, their district representatives voted, you should publish a record of the attendance, together with a list of those voting for and against the motion.

West Riding Branch.

F. R. MANN.

**Opinions Wanted**

MAY I offer my thanks and congratulations to the general secretary for his exhaustive and dispassionate report, which will go far to assist members to come to a conclusion on this long-debated and complicated problem?

If we cannot be told which members of the N.E.C. voted for affiliation and which against, could you invite each member to let you have, for publication, a brief statement of his views and an indication of how he voted? We ordinary members cannot make direct contact with all the N.E.C. members, yet we are expected to vote them in or out of office each year. It is useless talking of dissatisfaction with our representatives if we do not know their attitude on questions of such importance.

R. N.

Some years ago, the N.E.C. resolved that names of speakers should not be given in reports of its discussions. In view of this, and of the fact that the vote on affiliation was by show of hands, no requisition having been made for names to be recorded; we cannot grant our correspondents' requests. A statement of the views on affiliation of present members would be of little value to voters without a parallel statement of the attitude of all other candidates for election—and we have no space to publish what would amount to nearly 200 miniature election addresses.

**PUBLIC UTILITY MEMBERS****Should We "Cut Them Adrift"?**

THE absurdity of "Caseby's" suggestion in the January journal that NALGO should cut adrift its thousands of public utility members fits the faulty reasoning of one who, in the same breath, proclaims the Association's unity and proposes to destroy it.

I would remind "Caseby" that the decision to admit members from the public utility service was unanimously approved by the 1946 Conference—composed entirely of local government officers—and the primary reason for the change, given by Mr. RILEY, was to safeguard the future of many thousands of local government officers, loyal members for years, who would lose their identity on nationalisation. Would "Caseby" desert them in their hour of need?

The N.E.C., in making the suggestion, showed foresight and wisdom. With the nationalisation of other public services, there will, before long, be more public service officers than local government officers in the Association. That is the reason for the "infant's effrontery" in seeking to change NALGO's name to something more logical and appropriate, such as NAPSO.

We have never expected overnight miracles, but direct our efforts at improving the efficiency of the organisation to the advantage of all. For example, the wise decision to appoint specialist organisation officers, which we have long advocated, will, by relieving pressure on the chief organisation officer and district officers, enable them to devote more time to the pressing needs of local government officers.

H. G. COLLINSON,

Vice-Chairman.

Northmet Branch.

**"Strength Hitherto Impossible"**

LAST month's letters on the need for a separate division for electricity staffs supported, in whole or in part, wittingly or unwittingly, the arguments put forward in my October article.

The N.E.C. is advertising for "specialist" organising officers. The general secretary is submitting welcome proposals "... for the adaptation of the Association's machinery to cater for utility and health staffs..." LOCAL GOVERNMENT SERVICE is offering prizes for a variation of NALGO's title while encouraging retention of the initial letters, with which I entirely agree, if it be possible. Even the unhappy "Caseby," although he regards us as "l'enfant terrible," fails to conceal his grudging agreement as successfully as he does his identity.

A case has clearly been made for setting up NALGO, with a strength never before thought possible, as the co-ordinating organisation representing all the public service staffs in its membership. A reformed N.E.C., representing the component divisions of the Association, will inevitably include new blood from a wider field of experience.

If, on the other hand, as "Caseby" suggests, there is a desire—which, remembering the warmth of the welcome we received less than two years ago, I doubt—to remove newly-admitted classes of members, I can assure him that such classes have of necessity been individualists for so long, relying on their own initiative and ability in a competitive market, that they are in no way disturbed at the thought of taking care of themselves as an independent body.

I am, however, confident, that most L.G.O.s in NALGO, and all non-L.G.O.s, want to work in harmony, tolerantly and with mutual respect and support. Nasty, anonymous letters like "Caseby's" are discourteous to the thousands of members NALGO has recruited, are a disservice to the Association, and are not calculated to enhance opinion of the service of which "Caseby" is a member.

B. W. HEPTINSTALL.

17, Broadlands Avenue,  
Bournemouth.

**"Must All Pull Together"**

WE of the electricity branches take our hats off to our local government friends for their work and patience in winning and waiting for their Charter. We, too, have worked hard recruiting 20,000 members of the electricity supply industry for the Association. My branch was one of those which gave unanimous support to Croydon's motion regarding the bonus claim for



local government officers. If NALGO is going to be as successful in the future as in the past, branches of all kinds must pull together and not let class distinctions rule us.

36, Ladbury Lane  
Wednesbury, Staffs.

H. CRESSWELL.

### "Hard Cash for the Coffers"

AS members of a branch formed after an approach by NALGO and other unions, we are surprised to hear from "Caseby" that we are unwelcome intruders. We appreciate the Association's efforts on our behalf—but we give more than appreciation, for we pour, in subscriptions, hard cash into the machine whose coffers can take all we can give, and more. Is not finance, with voting power, the essence of success?

Thousands of employees in public utilities are ratepayers, by no means enjoying Charter rates of pay, yet keeping "Caseby" in his daily job, whilst he and thousands like him are using electricity and gas and so keep us in our jobs. Think again, Brother "Caseby." We are all in this together.

Brighton, Hove and  
Worthing Gas Branch.

H. EADE,

G. H. ALLEN.

We have received many similar letters, but cannot publish all. That the N.E.C. shares their views is shown by its approval of the reorganisation of the Association's machinery, reported on page 29. We would add that utility members' subscriptions have brought more than £20,000 to NALGO this year alone—which is being spent for the benefit of all members, local government and company alike.

### PUBLIC RELATIONS

#### "Little a Branch Can Do"?

I CANNOT agree with Mr. Brown of Hendon that public relations is one of "the frills" of NALGO, since it is bound up with all the improvements in conditions that he wants. Whilst realising the endless possibilities of a local policy, however, I consider that there is little a branch or its individual members can do. Their field of activity, and the time they can devote to such work, are so limited, that they can only nibble at the problem. Branches with an active policy are the exceptions.

Public relations is a job for the local authority with a specialist or full-time officer, and NALGO policy should, therefore, switch its emphasis from branches to local authorities themselves, particularly in the light of the interim report of the Consultative Committee on Publicity for Local Government, which urged every authority to "take steps to review all its channels of communication with the public in its area, and to consider how these can be improved and extended." The implementation of this recommendation might be fruitfully pursued through provincial joint councils or the associations of local authorities. Local branch effort, in relation to the scope of the subject is too puny.

125, Casino Avenue  
Herne Hill, S.E.24.

GEO. BROOKS.

Whilst we agree that every effort must be made, and is being made, to persuade local authorities to take up public relations—the report of the Consultative Committee and the fact that fifty local authorities now have public relations officers are direct results of the Association's work—Mr. Brooks belittles the activities of branches and members. Three hundred local government exhibitions in 2½ years is no small achievement—and it is far from being the only one, as members would realise had we space to report local enterprise. But still more activity is essential.

### A REFRATORY AUTHORITY

#### What Should Branch Do?

ALTHOUGH my employing authority has "adopted" the Charter, it does not observe either its letter or its spirit in recruitment or promotion.

We have no establishment committee and no one wants the thankless, and possibly dangerous, task of taking this up until it is clear that we have a water-tight case and the solid backing of the Association. We are not sure whether the authority is under an obligation to observe relevant clauses of the Charter or not, and we feel that many members are apathetic and too complacent about matters not directly affecting themselves.

How can these problems best be tackled? Can we insist on the formation of an establish-

ment committee? And what action should we take when the authority disregards the Charter on recruitment?

#### "TUDOR ROSE."

No branch should take failure to observe any part of the Charter lying down. It should at once consult the NALGO district officer, who is, incidentally, staff secretary of the provincial joint council for the area.

### PUBLIC ASSISTANCE STAFFS

#### Was "Assurance" Good Enough?

I DEPLORE the editor's sense of humour in putting the heading "First Place in Queue for Civil Service Jobs" above an "assurance" that public assistance officers would be first for consideration for appointments to the Assistance Board and Ministry of National Insurance, and that approximately 2,000 would be taken over.

This light-hearted approach seemed to reflect a feeling of satisfaction. But public assistance staffs are far from satisfied, especially in view of the statement made by the Parliamentary Secretary to the Ministry of National Insurance to the effect that some 5,000—not 2,000—officials would be absorbed. How did NALGO lose 3,000 posts in 24 hours? It should press for the taking over of the whole 5,000.

51/52, Carlton Place,  
Gloucester, C.S.

WM. KILPATRICK.

The "assurance" which fails to satisfy Mr. Kilpatrick satisfied the representatives of the seven organisations to whom it was given. They realised—as he apparently does not—that local authorities have been left with wide social welfare functions, for which they will need to retain many experienced officers.

### POINTS FROM LETTERS

#### "Underdogs" on the N.E.C.

Your comment that it is within the power of members to ensure that the N.E.C. is drawn from Clerical or General Divisions, is a half-truth. Those nominated are merely names to most members who tend to vote for those they know something about. Would not N.E.C. members from the lower divisions find it difficult to secure leave of absence to attend the many meetings involved?

Salford.

V. G. PICKERING.

NALGO is prepared to deal with authorities refusing leave of absence to members elected to the N.E.C.

#### Electricity Staffs' Pay

IN the electricity undertaking for which I work the pay of many highly educated and intelligent men, who loyally remained at their jobs during the war, is well below that mentioned by W.C.L. Martin—£4 10s. a week at 30. Because of this, some have found it necessary to take up side-lines to supplement their meagre incomes.

BARDON HILL

The new negotiating machinery being set up for the electricity supply industry will soon put an end to "salaries" such as these.

#### Technicians Neglected?

YOUR cover illustration for "NALGO and the Gas Officer" is significant in that the foreground is entirely occupied by a large office desk. It is because the "man with his feet under the desk" is so much in the foreground of all NALGO activities, to the neglect of engineers and technicians, that the technical staff of my undertaking has recently unanimously decided to transfer to a trade union which caters exclusively for scientists and technicians, and which is affiliated to the T.U.C. How many of NALGO's seven representatives on the National Joint Council for gas staffs are drawn from the technical side of the industry?

Lancashire. "GAS ENGINEER."

Engineers and technicians get their full share of NALGO attention. The Association intends to see that every aspect of gas production and distribution is fully represented on the new national and regional councils.

#### Exchange of Students

ONE of the greatest single factors to a better understanding of the other fellow is surely the international exchange of students, and I am glad that our Association intends to foster the movement through the Educational Interchange Council. Whilst the idea should be broad in its

concept, our first aim should be to effect exchanges within the Empire, and any idea that the exchanges will be a holiday should be debunked. They will call for much hard work—and the definition of student should be given a wide interpretation.

DOMINO

#### Are We Too Modest?

NALGO, it seems to me, has pursued too conservative a policy on wage increases and has pandered too much to the wishes of the employers, older members regarding it as beneath their dignity to press for higher pay. Away with these ideas—a man's ability to-day is judged by the amount of money he gets. It is useless to approach the employers with the attitude: "I am really worth £10 a week, but am willing to work for £5 because I like public service." The call must be: "I am worth £10 a week and I want £10 a week before I work for you." Of course, if he fails to justify his own standard, he should be dismissed. Let us, therefore, fight with every weapon we have for higher salaries—and make the service a super-efficient one, even if it involves the weeding out of those below standard.

MILITANT

#### "Functional Scales Wanted"

UNTIL the Charter salary scales are related to a corresponding scale of duties and responsibilities, they can never apply to the individual and are valueless. It is useless to argue that duties and responsibilities are so varied that such a scale is impossible; it must be done and the sooner the better. My own technical association did it by asking each branch to compile a statistical report showing, broadly, duties executed and salary paid and, given figures of the expenditure controlled by the authority, I see no reason why minimum scales cannot be formulated. They would, of course, carry a "no detriment" clause. We can at least try to formulate a policy of national values and obviate the present confusion.

County Hall,  
Newport, I.O.W.

H. W. SELEBY.

The National Joint Council has already prescribed scales for sanitary inspectors, masters and matrons of institutions, hospital stewards, and superintendents and matrons of children's homes, and a special committee is now considering scales for more than 30 other functional groups.

#### Car Allowances

THE new scheme of car allowances adopted by the National Joint Council will benefit only the indoor officer who uses a car occasionally; the officer travelling more than 6,000 miles a year will be worse off, in some ways, while the basic is cut, than he will be when basic is restored. And why should not subsistence allowances be paid to travelling officers?

"TRAVELLING OFFICER."

The National Joint Council is to consider to whom subsistence allowances should be paid.

#### Chief Officers and Charter

RANK and file members will agree with the general secretary's statement that chief officers have derived special benefits from membership of NALGO—but he is too modest when he suggests that, as a result of the Charter, they have secured pay increases "almost corresponding" to those whom the Charter was intended to benefit. In Manchester, at least, they have fared considerably better.

"MENE MENE"

In his reference to "special benefits" the general secretary meant that chief officers were more likely to need the legal protection of the Association because of their more exposed positions.

#### Spare-Time Jobs Unfair?

THE tendency to-day is to appoint ex-Forces "outsiders" and teacher "spare-timers" to such comparatively new local government posts as road safety organiser, public relations officers, and information officer. This is unfair to the regular officer and is taking the food from his mouth.

The principle of one man—or woman—to one job is surely part of the NALGO creed.  
270, Sutherland Avenue, W. E. PAINTER.  
Welling, Kent.

Yet the Government tells us that we are short of labour to the tune of a million workers!



## Inland Revenue Posts, with Pension Safeguard for Rating Valuation Officers

WHEN the Local Government Bill becomes law, it is expected that the Inland Revenue Department, to which the duty of valuation for rates is to be transferred, will require all the competent staff, both technical and clerical, now employed on rating valuation work by local authorities and who wish to transfer to the new service.

This statement was made at the first meeting of the negotiating committee which, as was reported in LOCAL GOVERNMENT SERVICE last month, has been set up to determine the conditions under which officers should be employed in the new department. The committee, which met on January 7, is composed of representatives of the Board and of NALGO, the Incorporated Association of Rating and Valuation Officers, the County, County Borough, and Metropolitan Borough Valuers' Associations, the Society of Clerks to Assessment Committees, and the Railway Assessment Authority.

The meeting was informed that, since the proposals for a centralised rating valuation service are still before Parliament, it is not yet possible to make definite arrangements for the recruitment of staff. Much work has still to be done in determining the organisation needed, the number of offices, and the number of staff needed in the various grades. Nevertheless, representatives of the Board gave these assurances:

1. The Board of Inland Revenue undertakes that no recruitment will be made in the open market until consideration has been given to the claims of the staff now engaged wholly or mainly on rating valuation work in the service of local authorities.
2. All permanent officers engaged wholly or mainly on rating valuation work with local authorities will be eligible for consideration for established appointments in the inland Revenue department, subject to their being

under the age of 60 on the appointed day and to their satisfying the Civil Service Commission on health and other points. Temporary staff so engaged will be considered for temporary posts in the department.

### The Other "M" Plan

This "M" stands for membership. The NALGO member sees good reason to continue his membership of the Association because he realises its value to the individual within its ranks.

Membership of LOGOMIA (Local Government Officers' Mutual Insurance Association) is no less important. It will bring aid to him in his hour of need. The various insurances transacted by LOGOMIA bring within reach of every NALGO member complete protection for self, dependants, and property on equitable terms.

The LOGOMIA "M" plan offers

Assurances

Individually

Designed . . . to meet *your* needs.

Details of all forms of insurance can be obtained from the NALGO Insurance Department, 1, York Gate, Regent's Park, N.W.1, or from branch local correspondents.

3. The superannuation position of permanent local government officers who are transferred will be safeguarded.
4. The Board will keep in close consultation with the associations representing the staffs concerned.

These assurances are to be considered by the staff organisations in connection with the claim for compulsory transfer provisions.

## ELECTRICITY NOTES

### Charter Conditions For the West : Branch Regrouping Begins

F. S. JACKSON, chairman, West of England Electricity branch, tells me the directors of West of England Electricity, comprising nine companies operating in Devon and Somerset, have adopted the local authorities' Charter from January this year. "This practical recognition of the staff's loyal service," he writes, "is greatly appreciated since, in addition to the correction of certain anomalies, the adoption of the Charter safeguards the future prospects of the staff when control is vested in the Area Board."

Needless to say, his branch has 100 per cent. membership (136 members, all of whom contribute to the Association's benevolent fund). And so, I hear, have **Midland Electric, Tipton (115), and Leamington and Warwick Electricity (86).**

The last-named has not, unfortunately, so happy a story to tell. Its secretary, HENRY L. WILSON, writes that, although NALGO submitted a statement of claim to the management, there have been no improvements so far—"only departmental heads reach something in the area of the General Division maximum." The progress in setting up national negotiating machinery for the electricity service, reported on page 31, should soon change that.

There appear to be two main tendencies today in the organisation of electricity branches: the increasing trend of electricity members to leave local government branches and form their own; and the regrouping of such branches to conform with the areas of the 14 new regional boards of the British Electricity Authority. Recent examples are: the transfer of **Sussex Electricity Supply, Crawley, from Horsham branch to the Central Sussex Electricity branch, the break-away from Leeds branch of staffs of the Yorkshire Electric Power Company to form a Yorkshire Electricity branch, "in view of the creation of a Yorkshire area board," and the enlargement of the Southern district's special electricity sub-committee to include representatives of undertakings now scattered amongst the South-Eastern, South-Western, and Metropolitan**

districts, but which will come within the Southern area board.

Branch magazines are proving their value to new branches. Of the six electricity branches in the Southern district, five now have their own journals.

Looking through the recent numbers the other day, I found many interesting ones:

First number of "Contact," persuasive mouth-piece of **Central Sussex Electricity;**

"Cornwall Power," news bulletin of **Cornwall Electric Power branch,** and a business-like eight-pager with the big job of covering the whole county.

"Electron," which began at **Stretford** last summer, and of which the editor remarked that it had already achieved "an increased soap ration" and "more paint in the canteen";

"Relay," **Bournemouth and Poole's** regular review of what's doing in NALGO, nationally as well as locally;

"News and Views," **Met. Electric,** and "The Pylon," **W.E.S.C.O., Newbury,** both thriving infants;

"Circuit," **Central London's** lively publication demonstrating its editor's nose for news and flair for putting it over; and

**Northmet's** "Current News," with an attractive new cover and containing the welcome tidings that the branch had, at last, been officially recognised by the company.

### For Gas People, Too

Members of an East Midland public utility sub-committee were nominated on January 17 at a conference of both gas and electricity representatives at **Leicester.**

## Obituary

WE regret to announce the death of **GEORGE H. POTTER, 74, clerk to Sittingbourne and Milton U.D. for 28 years and first president of the branch, 1945-46.**

## Professor Cole on The Regional Problem

IN *Local and Regional Government* (Cassell, 15s.), Professor G. D. H. COLE has given us a most interesting and provocative study of regional planning; at the same time, he argues strongly for the maintenance and development of small local authorities able to keep contact with community groupings. He refers to earlier proposals for the regional organisation of local government—The Fabian Society's "Municipalisation by Provinces" (1905) in the New Heptarchy series, Professor C. W. Fawcett's "Provinces of England" (1919), and his own book "The Future of Local Government" (1921)—but he does not mention the still readable lecture delivered by H. G. Wells in 1903 to the Fabian Society on "Administrative Areas," nor the Labour Party's proposals, in the early twenties, for, broadly speaking, a greater L.C.C.

There are evident signs of hasty writing. For instance, Professor Cole tells us that, on the whole, the new duties laid upon local authorities have been much more numerous and important than those which have been taken out of their hands and that both local councils and officials have much more to do than ever before.

This undoubtedly was true of the position up to June, 1945, but, since then, local government has lost, or will shortly lose, municipal aerodromes, hospitals (general, maternity, mental), transport, electricity distribution, public assistance, gas, and rating valuation. Most of these services pass to nominated boards without any real local democratic control. On the other hand, the fire service, nationalised during the war, has been returned to appropriate local authorities; new responsibilities for the proposed health centres and the care of the aged have been placed on them; and the war experiment of civic restaurants has been put on a permanent basis. On balance, however, it must be admitted that some of the most interesting and important work of local government has been taken from it.

Professor Cole suggests that there has been a deterioration in the quality of councillors and in the work of officers. He does not seem to be aware of the maddening sense of frustration experienced by many councils at the ever increasing control and interference of Whitehall. Local government, with all its faults, is a precious heritage. At all costs, it must not be lost through apathy or through the inability of local government associations to agree to act together to meet a common danger.

## Increases For Nursery Staffs

NEW national scales giving higher pay for non-domestic staffs of day, 24-hour, and residential nurseries have been approved by the Ruschcliffe Committee. Examples of the scales, which date from October 1, 1947, and which are set out in full in circulars sent to local authorities by the Ministry of Health (168/47) and the Ministry of Education (157/47) are:

### Day and 24-hour Nurseries

**Non-residents**—matrons in charge of training nurseries of 50 or more places, £335+£15 (S) £10 (I)—£420; staff nurses, £230+£15—£305; and enrolled assistant nurses, £210—£270 (in 15 years).

**Residents**—matrons in charge of training nurseries of 50 or more places, £205+£15 (S) £10 (I)—£290 plus £120 emoluments; staff nurses, £120—£180, and enrolled assistant nurses, £110—£170 (in 15 years) with £100 emoluments.

### Residential Training Nurseries (with 50 or More Places)

Matrons. £220—£310; enrolled assistant nurses, £155—£260.

## House Exchange

**EAST BARNET**—house with garage for house in Barnes area—Lyons, 4, Cedar Avenue, East Barnet, Herts.

**EAST CROYDON**—large flat, 2 bed., box, and kit., 5 mins. from station, for house or flat Ashford-Tenterden area—Elgar, 28, Park Hill Rise, Croydon.

**DUDLEY**—semi-det., 3-bed., house with garage, large garden, and telephone for similar S. London suburb—Bonser, "Fairways," Queen's Road, Sedgley, nr. Dudley, Wores.

**EPPING FOREST**—semi-det., freehold, 3-bed., house with garage for house or bungalow ten miles of Chelmsford—W. J. H., 26, Chiltern Way, Woodford Wells, Essex.

**NEWCASTLE-UPON-TYNE**—5-room, semi-villa, house with garden, telephone, and garage for similar near Cambridge—L. G. O., 16, Redewater Road, Newcastle-upon-Tyne, 4.



## A NALGO DIARY

By "ABINGDON"

# Won a Guinea With NALGO : L. G. on the Air : Bonus for Typists : Can You Write a Sketch?

**JUDGING** from the number of phone calls and letters I received on January 15, nearly every member of NALGO must have been listening to the Wilfred Pickles "Have a Go" programme on the previous evening when, as his guinea question, he asked "What do the letters NALGO mean?"

What seems to have surprised many was that the victim, SYLVAN GRIFFITHS, a twenty-one-year-old farmer living near Lampeter, in the wilds of Cardiganshire, came back pat with the answer and won his guinea. Evidently NALGO to-day is better known than some of us imagine—a fact which provides further argument against any drastic change in the Association's name, suggestions for which have been filling my postbag for the past month.

## Ex N.E.C. Broadcaster

**LOCAL** government, too, is taking a more prominent part on the air these days, thanks to a talk which NALGO's public relations officer had some time ago with the director of the popular "Woman's Hour." Since then, the "Woman's Hour" microphones have made a series of excursions to municipal clinics, welfare centres, and the like, and to a municipal exhibition at Ealing, and now they are broadcasting a series of weekly talks on local government. In the first, a medical officer of health talked about his job, and in the second, on January 14, listeners heard A. DENTON OGDEN, chief sanitary inspector and meat and foods inspector at Helmsford R.D., talking on refuse collection. Mr. Denton OGDEN—who is well known to NALGO members as vice-chairman of the committee of management of the NALGO Building Society, and for many years, until last year, a member of the N.E.C.—had the mikeside manner of an experienced broadcaster. Since then there have been talks on "Your Library" and "School Meals," and on February 4 ERNEST LONG, secretary of the I.M.T.A., will answer the question "How is it all paid for?"

## New Deal for Typists

**LATEST** authority to admit of the inadequacy of the present General Division scales to attract and keep good shorthand-typists is West Sussex county council, which has adopted a bonus scheme on the recommendation of the staff joint committee. In future, those who pass a council test or who have, in the past two years,

## A Chance for Writers

**DOES** any member know of, has any member written, or is any member able to write, a humorous sketch or a series of cameo sketches on any aspects of local government, suitable for performance at a local government exhibition? The request comes from G. S. REEMAN, Health Officer, Town Hall, Wolverhampton, who wants something bright for a civic exhibition to be held there in September. Surely there are some members who can see the amusing side of local government and express it dramatically!

## New Association Officers

**RECENT** appointments made to the Association's staff include:

**Education Officer**—K. S. CARTER.—B.A., LL.B., D.P.A., who, at 29, has a remarkable history of achievement in adversity.

He entered the service of Glamorgan C.C. in 1936; took part I. of the Diploma in Public Administration; joined the R.A.F. in 1940, becoming warrant officer air-observer; crash-landed in Holland on bombing operations; and whilst a prisoner of war organised a study group, all of whose members passed the NALGO intermediate examinations in 1943, and himself passed part II of the D.P.A., tackled the London intermediate LL.B. and part I of the Bar Examination, and added a supplementary subject to his D.P.A. On return to England he gained second class honours in the Law Tripos (1946), and the LL.B. last year.

**Assistant District Officer (Manchester)**—JOHN M. MALONE, who left Commer Cars Ltd. in 1936 to join Luton electricity undertaking (where he became chief wages clerk). He was sports and social secretary and assistant branch secretary for eight years, and a member of the Eastern district staffs joint sub-committee.

## Job Wanted.

**A NEAR-BLIND** telephonist, who recently passed the medical, general knowledge, and adaptability tests of the National Institute for the Blind, asks me to inquire whether any members in the London area can put him in touch with a vacancy for a telephonist. He lives at Loughborough Park, S.W.9, and, though able to travel unaccompanied, naturally does not want to go too far from home. If any can help, I shall be glad to pass on the information.

## What No Moon?

**FRANK R. FINCH**, NALGO pioneer, now living in retirement at Teignmouth, sends me this pathetic plaint:

*We start the year, 'tis forty-eight,  
With NALGO settled at York Gate.  
My Diary gives to me the "Gen"  
Of NALGO's doings; the why and when—  
Church festivals, notes, and dates;  
Its membership, subscription rates;  
And in its pages may be found  
A map of London's Underground;  
When Old King Sol should rise and set;  
But there's one thing I cannot get.  
('Twould awful be, to some a boon.)  
My Diary has left out the moon!*

Apparently those who compiled the Diary, considering NALGO members to be too sane (or too mad!) to be affected mentally, and too cold (or too amorous!) to be influenced emotionally, by the phases of the moon, felt that they would be able to make better use of the space saved to record their daily engagements.

## An Inksland for the President

**C. J. NEWMAN**, O.B.E., town clerk, Exeter, and President of the Association, was presented by appreciative branch colleagues at

their annual dinner with a silver inkstand to commemorate his year of office. The guests included the Mayor and Sheriff of Exeter; J. H. Warren, NALGO's general secretary; and L. Hill, general secretary until 1943.

## Thanks to Campers

**"SKIPPER"** S. D. WATSON, popular manager of NALGO's Cayton Bay Holiday Centre, asks me on his behalf to return thanks to all those campers who sent him Christmas and New Year greetings, and to express the hope that they will re-visit the centre this summer to enjoy the effect of winter "smartening-up" operations. Other managers—*at Croyde Bay, "Cefn y Mynach," "Knole Lodge"*—add their thanks to "Skipper's."

## Congratulations to :

**P. A. WATFORD**, engineer and surveyor, Baidon U.D., president of the branch since its formation, on his retirement after 45 years' service.

**W. A. N. BAKER**, O.B.E. (awarded for his service as lieutenant-colonel commanding a Home Guard battalion during the last war), M.C. (won in the First World War), on completing 25 years' service as chief sanitary inspector, Maidstone. Mr. Baker is a member of the N.E.C. and holds high office in branch and district.

**SAM BRODIE**, chairman of the staff side of the Scottish Joint Industrial Council, a member of the N.E.C., and new vice-president of the Glasgow branch, on concluding 21 years as branch secretary.

**H. A. HIELD**, O.B.E., M.A., town clerk, Torquay, for many years president of the branch, on the presentation to him of the freedom of the borough on his impending retirement after 26 years' service.

Five members of **Worcestershire** branch, who retired last year with an aggregate of more than 200 years' service in the council's education department: **C. S. PARK**, chief clerk—50 years; **Miss F. B. BUNN**, first woman appointed to the staff—44 years; **Miss V. M. C. BIRNS**—40 years; **J. W. BEECHY**—38 years; and **Miss E. G. BELLAMY**—33 years.

**A. S. LIDINGTON**, who has served Deptford branch as its secretary for 28 years and is now relinquishing that position (but is accepting the vice-presidency).

## T. W. Burden, M.P., and 14 Members Honoured

**READERS** will be glad to hear that Alderman **T. W. BURDEN**, M.P., one of NALGO's best friends in the House of Commons, was awarded the C.B.E. in the King's New Year Honours.

Members of the Association honoured (if any have been inadvertently omitted, will readers please inform us?) were:

### C.B.E.

**F. Lambert**, F.S.A., director of Walker Art Gallery, Liverpool.

**H. Brown**, F.I.M.T.A., F.S.A.A., city treasurer, Rochester.

**W. Lawson**, county agricultural organiser, West Sussex C.C.

**G. H. Phillips**, F.A.I., county land agent, Herefordshire C.C.

### M.B.E.

**J. Anderson**, chief public assistance officer, Aberdeen C.C.

**B. F. Brueton**, A.R.I.B.A., senior planning officer, Bristol.

**H. Davoile**, D.C.M., superintendent of the school attendance and children's welfare section, Coventry education department, and one-time secretary of the Coventry branch.

**Miss E. M. Kirkham**, assistant home sister, Walton Hospital, Liverpool.

**N. H. Leaker**, secretary to the Lord Mayor of Birmingham.

**F. Raine-Allen**, a member of Westminster branch (for services with the Control Commission, Germany).

**A. K. Todd**, president of the Falkirk branch.

**R. B. Webb**, chief clerk, town clerk's department, Westminster, and secretary of the branch.

**Mrs. A. A. Woodman**, superintendent health visitor, East Ham.

### B.E.M.

**Mrs. C. A. Hatton**, matron, Dorchester (Dorset) Children's Home.

## This Local Government!



"The Committee was held up by the Minister"—an extract from a report, for which five shillings goes to **BRYAN E. H. PEPLER**, Bristol.

passed an approved alternative, will get the following additional increments provided the chief officer is satisfied as to merit and the former General Division maximum is not exceeded:

Typing speed 50 and shorthand speed 120—£56.

Typing speed 40 and shorthand speed 100—£44.

Typing speed 30 and shorthand speed 80—£32.

Women not now shorthand-typists, but who were engaged as such, may also be eligible for the increases. Examinations are to be held quarterly by a testing panel.



## SCOTTISH NOTES

## Scots, Too, Want Bonus Increase : Equal Pay for Under 21's? : "Grouping" Inquiry

AT the December meeting of the Scottish district committee, delegates renewed their demands for an increase in the bonus paid to Scottish local government officers. The form of the application which will be made to the Joint Industrial Council responsible for settling salaries and conditions for officers in Scotland will be determined by the result of the arbitration proceedings in England last month.

When the Scottish Charter was accepted, the J.I.C. agreed that, "in the event of revision of war bonus adopted by the English Joint Council, there should be a corresponding revision of the war increase recommended by this Industrial Council." As was expected, therefore, the claims of the staff side south of the Border have evoked much interest in Scotland—although the issue there was a wider one, involving a general improvement in salary scales, with bonus.

In Scotland, as in England, there are signs that the General Division scale is inadequate to attract the right type of entrant. We have already applied for higher scales for women under 21 to bring them into line with those for men of the same age, but the January executive committee of the J.I.C. deferred the matter until the result of the English claim was known. Other decisions of the executive were:

The holidays, sick pay, and overtime clauses of the Scottish Charter will apply to the Miscellaneous Division, a staff side report being required on the application of other clauses;

Examinations of the Institute of Clerks and of the Institute of Housing will, in future, be recognised.

### Bill's Effect on Grouping

Possibly more important even than bonus for Scottish members is the grouping of local authorities with different scales for each group. Members are not happy about the system, and their uneasiness has doubtless been aggravated by recent adjustments. Taking the long view, adjustments made in an upward direction are "eating into" the system, and will help to hasten its end.

At present, an endeavour is being made to examine the position resulting from the Government's proposals in the Local Government Bill to supplement local authority finances. The lesser authorities—and it is these with which we are most concerned—may receive substantial benefits. Our first aim is to establish our case.

So far, no machinery has been devised for dealing with appeals to the J.I.C. Complete information as to the numbers and types of appeals is not yet available. Branches are requested to inform the district officer, JOHN L. ROBSON, 67, West Nile Street, Glasgow, C.1, of the number due to be referred, so that there may be as little delay as possible in submitting details to the Council.

### A Spur to Branches

Interest in local joint committees will have been revived by the reference in the January "L.G.S." to joint efficiency committees. The promotion of administrative efficiency is as important to local government as to industry, and it is significant that both the civil service and the L.C.C. have embarked on such an experiment.

From our point of view, the local joint com-

mittee can and should serve the same purpose, and this recent development will, it is hoped, promote new enthusiasm in the branches. The more insistent the demand, the better will be our case in pressing for such local machinery through the J.I.C.

### Charter Progress

All but two of the 33 county councils; both joint county councils; all four councils of cities; all 20 large boroughs; and all but 43 of the small boroughs having full-time officers, have now adopted the Charter. One county not having done so has an unacceptable alternative scheme, and the other is Stirling. Bute, having lagged behind for a long time, has now come into line, the Marquis of Bute now being one of the employers.

Recommendations for improved scales have been made to the Dundee Harbour Trust, and negotiations are likely soon to be opened with the Greenock Harbour Trust.

### J.I.C. Representatives

T. SPENCE, new secretary of the district committee, replaces J. M. ANDERSON, its late secretary, on the J.I.C. Other NALGO representatives on the Council are R. ADAMS, S. H. BRODIE, D. GALBRAITH, J. PENNY, and J. L. ROBSON, district officer.

## A Scotsman's Plea

*There's a land up here ca'd Scotland, fu' o' bonny banks an' braes,  
An' it's fu' o' folk ca'd Scotsmen who're gay canny in their ways;  
It's fu' o' names like Glesca', Perth, Dundee, an' Inverness,  
But ye'll rarely fin' a mention o't in a screed ca'd "L.G.S."*

*We've daur near lost oor heritage thro' paying a' oor dues.  
The Yanks first took oor siller, an' noo they've taen oor booze,  
So dinna be a copycat an' keep us a' enraged By clutterin' up oor Magazine wi' England ilka page.*

*Noo, Mister, we're no' greedy, an' for speirin' hae na time,  
So will ye, at yer leisure, gie puir Scotland jist a line,  
Tae prove tae a' an' sundry that e'en in this year o' woe  
There are still some folk in Scotland who are Members of NALGO.*

*So gin ye print this screed, sir, that is, if ye daur,  
It'll maybe save's frae worse, aye, even 'Ceevil War.  
An' if ye dae we'll thank ye, frae Solway tae Stromness,  
For 'gie'in' us a mention in that screed ca'd "L.G.S."*

Kirkcudbright.

"J.F."

We apologise to Scottish readers for the fact that—through no fault of our own—"Scottish Notes" did not appear last month.

be calculated actuarially and they will have rights under the new scheme according to that valuation.

For the purposes of the Local Government Superannuation Act, 1937, the British Electricity Authority will be regarded as a local authority. It appears, therefore, that it will have the power to grant a transferred employee 60ths in respect of non-contributing service. Interested organisations intend to submit that the Authority should be obliged to act in accordance with the customary practice of the former employer in regard to the granting of more than 120ths for non-contributing service.

It is intended also to submit that all service with an electricity company or board, or local authority, should be reckonable for pension purposes, and that superannuation rights of officers who have left local government service within twelve months of their transfer under the Act should be preserved.

## EDUCATION NEWS

## A Vacation That is More Than a Holiday

A WEEK at the university! Not, perhaps, as long as one would like, but sufficient to gain a lasting impression of the life of the man who has been lucky, or clever, enough to finish off his education there.

NALGO offers this opportunity to you—the English Summer School at Oriol College, Oxford, from Saturday, July 3, to July 10, for 17s. a day, or £5 19s. for the week, including food and lodging and a series of interesting lectures dealing with various topical aspects of public administration, by men who know their subjects.

Each lecture will be followed by discussion, allowing the keen student an opportunity to broaden his outlook and thresh out the answers to current problems. Indeed, one of the most educative influences of the school is the conversa-

### Note these dates:

JUNE 19 to 26

NALGO's Scottish Summer School at St. Andrews University.

JULY 3 to 10

NALGO's Summer School at Oriol College, Oxford.

tion of the students at all hours of the day and, sometimes, deep into the night!

Oxford is the oldest English university. Oriol is a royal foundation dating from Edward II—the first Prince of Wales—in 1326. Much of the present building dates from the seventeenth century, though there are both earlier and more recent portions of great architectural interest. Amid such pleasant surroundings, students will study, eat, and sleep, in the rooms where such famous men as Keble, Newman and others once dwelt. Outside are other interests, including tennis on the college courts, punting on the Cherwell and Isis, and visits to Oxford city.

Those interested should write NALGO, 1, York Gate, Regent's Park, London, N.W.1, for particulars.

### NALGO Examinations

Applications to sit for the NALGO examinations from May 19 to 21 must be made on the prescribed form and be received by the General Secretary, NALGO, 1, York Gate, Regent's Park, London, N.W.1, by March 1.

### N.C.I. Successes

Of the 29 successful students at the October Weights and Measures examination, 23 had studied with the NALGO Correspondence Institute.

The N.C.I. specialises also in coaching for the Promotion Examination of the Local Government Examinations Board—for which it has already enrolled 430 students; the Diploma in Public Administration; the examinations of the I.A.R.V.O., the Institute of Hospital Administrators, the Institution of Municipal Engineers, and the College of Preceptors (testamur); and the inspectors' of gas meters and sanitary inspectors' examinations.

### Metropolitan "Ashridge" Course

The programme of courses at Ashridge College, Berkhamsted, Herts, includes a week-end school to be run by the Metropolitan district committee on April 9 to 12 on the theme, "The Outlook for Local Government." There will be a special session to discuss schemes for post-entry training. Speakers will include:

GEOFFREY HUTCHINSON, K.C.—"Local Government of London and Greater London";

ERNEST LONG, Secretary I.M.T.A.—"Whither Local Government Finance?"; and

A. F. GREENWOOD, M.A., LL.B., assistant secretary, Boundary Commission—"The Work of the Boundary Commission."

## Superannuation Plans for Electricity Staffs

SECTION 54 of the Electricity Act, 1947, empowers the Minister of Fuel and Power and the Secretary of State for Scotland to make regulations providing for pensions for transferred officers, and for the establishment and administration of pensions schemes and pension funds.

Information received from a reliable source indicates that transferred officers will be retained in their present pensions schemes, whether they be schemes under the Local Government Superannuation Act, 1937, local Act Schemes, or Company Schemes. At the same time, a new pension scheme for employees of the British Electricity Authority will be established and will apply to new entrants.

Officers subject to existing schemes which are to be retained will have the option to transfer to the new scheme, and, to arrive at some sort of uniformity, the value of their existing rights will



# Does Your English Embarrass You?

*You are Judged by the Way  
You Speak and Write*

DO you say "If I was you," "I laid down for an hour," "Between you and I," or "He was that pleased"? You may never be guilty of these errors in English, but you have probably heard others make such mistakes.

Can you be certain that you do not sometimes make blunders that are equally noticeable to those who are better educated than you? Are you so sure of your command of English that you are prepared to wager your position—your success—upon it? For remember that faulty expression in speech or writing is one of the most dangerous pitfalls in the path of the average man and woman.

Are you certain of your spelling? Do you know, for instance, that "alright" is incorrect? Are you sure of your pronunciation? Can you punctuate correctly? Are you clear about the correct use of "shall" and "will"?

## Words Can Make or Mar You

No matter what ability you may possess in other directions, you are gravely handicapped if your English is defective. Every day—every minute—you run the risk of being underrated.

Are you content with the way you speak and write? Are you sure that your English is not "letting you down"? You should face these questions frankly. They are vital to your success and to your happiness.

If you are liable to make grammatical errors or to mispronounce words, and if your spelling is faulty and you cannot be certain about punctuation, you are at a great disadvantage. Your success in both professional and social life depends on how you express yourself.

If you knew of a method by which you could guard against embarrassing errors and develop the power to express your ideas fluently, would you not determine to investigate it, knowing how important it is to make the right impression on the people you meet?

There is such a method—the very successful plan embodied in the Regent Institute's Course in Effective English and Personal Efficiency. You can quickly strengthen your command of English by means of this interesting, practical, easy-to-understand Course.

The tuition is not mere English drill. It does not involve, for instance, the memorising of long lists of rules. The student acquires the *habit* of speaking and writing correctly and effectively. The main subjects covered by the Course are as follows:

**How to Increase Your Vocabulary**  
**How to Make Your Letters Interesting**

**How to Converse Fluently**  
**How to Speak in Public**  
**How to Develop Literary Taste**  
**How to Concentrate**

**Everyday Errors in English**  
**Words Commonly Misspelt**  
**Words Frequently Mispronounced**

**How to Punctuate Correctly**

The study requires but little time, and the moderate fee puts this highly successful Course within the reach of everyone.

## A FREE BOOKLET "Word Mastery"

Decide at once that you will rid yourself of the handicap that poor English imposes. You can do so without drudgery and without costly outlay.

Write to-day for a free copy of "Word Mastery," which contains full information regarding the Effective English Course.

Applications for the booklet should be addressed to The Regent Institute (Dept. 338Y), Regent House, Palace Gate, London, W.8.

Don't delay. Your English is all-important to you, and you cannot afford to neglect it.

Send for this interesting booklet now—while you think of it.



# LEISURE

is well spent in reading  
for a **DEGREE**

● One of to-day's problems is that of making the best use of one's leisure hours. To those who are studiously inclined we suggest that spare time might well be occupied in reading for a degree; not merely for the resultant material advantages but also for the widening of outlook and development of mental abilities. Moreover, under experienced and sympathetic guidance, study becomes a pleasurable occupation.

● London University Degrees are open to all. You need not attend the University. All that is necessary is to pass three exams. Matriculation (or, if you are over 23, the shorter Special Entrance exam.), Intermediate and Final; you may study for these at home and in your own time.

● Wolsey Hall Postal Courses for the above (and also for D.P.A.) examinations are conducted by a staff of 80 University Graduates. These Courses comprise Lessons, Test Papers, Model Answers, correction of your work and solution of all difficulties by your tutors. A Guarantee is given that in the event of failure, tuition will be continued free. Fees may be spread over the period of the course.

● Write for PROSPECTUS, saying if your preference is for Arts, Science, Economics, Commerce Law or Theology (or D.P.A.), to C. D. Parker, M.A., LL.D. Director of Studies, Dept. RH24,

**WOLSEY HALL, OXFORD**

## University Correspondence College

Founder: WM. BRIGGS, LL.D., D.C.L., M.A., B.Sc.  
Principal: CECIL BRIGGS, M.A., M.C.  
Vice-Principal: ARNOLD SAELEBY,  
M.A., C.A.M.B., B.A. LOND.  
Arts Director: G. I. COCKLE, M.A. OXON.  
Science Director:  
GEORGE WALKER, PH.D. CAMB., M.Sc. SYD.

## Courses of Study

are provided for:—

### LONDON UNIVERSITY DEGREES

open to all without residence.

### DIPLOMA IN PUBLIC ADMINISTRATION, etc.

Civil Service, Law

School and Higher School  
Certificates

Royal Society of Arts

Foreign Languages

PROSPECTUS post free from Registrar,  
79 Burlington House, Cambridge

**BOURNEMOUTH.—CONNAUGHT COURT, West Cliff, Bournemouth 1944.** One acre grounds; central heating; 33 rooms (gas fires); garages; first-class Chef. 6 gns. weekly inclusive.

**For Holidays and Honeymoons.** A lovely Old World Manor House in Cotswold Country. All Modern Conveniences. Children Welcomed. Brochure.—**John Humphrey, Oaksey Manor Hotel, Near Malmesbury, Wilts.** (Station: Kemble, G.W.R.).

**HASTINGS.—Tresider House Private Hotel.** 8 minutes sea. Peaceful situation. H. & C. water, electric fires all bedrooms. Terms 4-6 gns. 1, Wykeham Road. 'Phone 2522.

**NETHWAY PRIVATE HOTEL TORQUAY**  
FALKLAND ROAD  
A CHARMING HOTEL 500 YARDS FROM SEA FRONT. H. & C. IN ALL BEDROOMS. TERMS 6 gns. to 7 gns.—**MR. & MRS. C. W. S. WILLIAMS.**

**D.P.A. STUDY COURSE.** Study at home for the D.P.A. with the help of the L.G. Study Course—a completely new and up-to-date course. Personal tuition for your difficult subjects. **TEXTBOOK LENDING LIBRARY.** Textbooks for D.P.A., Institute of Housing and Nalco Examinations available for borrowing. Write to Box No. L.G.S. 103, c/o Darby's, 24, Black Friars Lane, London, E.C.4.

**Torquay.**—Highly recommended. Central, level, excellent meals. 5/7 gns. **AYLWOOD HOTEL, Torre Station, Torquay.** (Phone Torquay 350111).

## LOCAL GOVERNMENT ADMINISTRATION

Examinations are held in June and December  
by the

### CORPORATION OF CERTIFIED SECRETARIES

For Syllabus and Forms please apply to the Secretary,  
SECRETARIES HALL, 28, Fitzroy sq., London, W.1

### CIVIL SERVICE EXAMS.

Clerical Classes 16-17; Executive Class 18-18½; Officer of Customs and Excise 19-21; etc.

Specialised postal tuition by University graduates for all Civil Service exams.

20 per cent. reduction in fees for members of NALGO and their families.

Write for particulars to:

**CIVIL SERVICE CORRESPONDENCE SCHOOL**  
10 Station Parade, Balham High Road, S.W.12

**BOURNEMOUTH.**—"Chilterns," Westby Road, Boscombe. Phone: Bos. 539. Comfortable, sociable, homely. Sunny position, facing south. Near sea, shops and amusements. H. & C. all bedrooms. From 4½ gns. (including use beach hut). Garage and parking.—Mrs. E. M. Jackson.

# "Why I support the SILVER LINING Savings Campaign"

by J. Arthur Rank

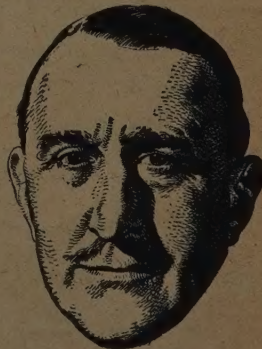
"Many of you will remember the film made for Two Cities by Sir Laurence Olivier—Henry V. It was the story of a small and very tired British army, led by a courageous and determined king, in battle with a much larger enemy.

Today it is not an army that is in action: it is the whole nation. Like the soldiers in Henry V, and for the same honourable reasons, we are tired. And, like those soldiers, we need all our courage and determination to win this new battle.

We cannot all play as spectacular a part as our archers at Agin-

court. But we all can make a tremendous contribution by supporting the Silver Lining Savings Campaign with all our resources and all our strength.

In this present crisis increased Savings will tell the world that we are determined to win."



*National Savings*

*for National Prosperity*



# Pen Points to Success

A tremendous proportion of the public have the LATENT TALENT necessary to earn money by writing.

We will tell you HONESTLY whether YOU have this ability ; it will cost you nothing. If you have it in you THE SUCCESS WRITERS' INSTITUTE will prepare a course to suit your specific needs enabling you to make your writing pay in the shortest possible time.

Send now for your free copy of PROFITS FROM THE PEN (enclosing 2½d., stamp to cover postage).

The SUCCESS WRITERS' INSTITUTE  
W.S. 519. SEAHAM HOUSE,  
LONDON, S.W.19.

## ARE YOU COLLARED BY THE "OLD SCHOOL TIE"?

When the Power to  
SPEAK can Free You!

The road to success — in whatever sphere you choose, whether business, social life, factory work, or the services — lies indisputably with your ability to SPEAK ; not just to say words, but the power to put your thoughts into that forceful or persuasive speech which alone can help you to advance along the lines that you will. You may be able to wear the "Old School Tie" and yet find this one of the subjects your high education didn't touch ; you may not have had the advantage of a University education, and still win your way through to the really Big Things of Life.

### Learn About The New Easy Method

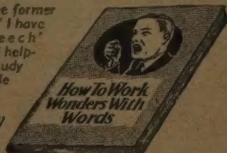
A unique book, entitled "How to Work Wonders with Words," explains how to acquire quickly the ability to speak effectively, develop poise, personality ; how to banish timidity, self-consciousness, and lack of confidence.

WILFRED PICKLES, the former B.B.C. Announcer, says : "I have found 'Effective Speech' extremely interesting and helpful, and those who will study it will derive considerable benefit."

Send 2d. stamp NOW for this Amazing Book.

THE SPEAKERS' CLUB  
MARPLE

(Dept. LC/ES7)  
CHESHIRE



### WHAT THIS BOOK WILL SHOW YOU

How to address business meetings.  
How to promote business through speech.  
How to train your memory.  
How to make the right impression.  
How to propose and respond to toasts.  
How to make an announcement.  
How to write better letters.  
How to enlarge your vocabulary.  
How to develop self-confidence.  
How to acquire a winning personality.  
How to overcome fear.

Have YOU an account with us?  
If not, why not open one?

Write for Catalogue and Terms of Business

We have served the Service for over 60 years, this is your assurance of absolute satisfaction.

Our experience is your benefit.  
Our Service is at your Service.  
Our reputation is your Guarantee.

Phones : Central 2188  
South Godstone 2165

No. 216  
Specially selected skins make this useful Antelope Coat.  
**£41.10.4**

DEPARTMENTS :  
Jewellery, Watches,  
Rings, Gifts, Cutlery,  
Brush Sets, Ladies' Clothing, Nurses' Outfits, Furs, Fur Coats, Handbags and Leather Goods.

No. 3033  
15 Jewelled Lever Movement in Steel and Gilt case. Non-magnetic and shock-proof.  
**£15.15.0**

**E. J. FRANKLAND & CO., LTD.**  
ESTABLISHED SINCE 1885

MAIL ORDER DEPT. (DESK L), MARLE HOUSE, SOUTH GODSTONE, SURREY.

LONDON SHOWROOM : NEW BRIDGE STREET HOUSE (opposite P.O.), NEW BRIDGE STREET, LUDGATE CIRCUS, E.C.4.  
Hours of Business : 9-5 Saturday : 9-12.

## EXAMINATION SUCCESS FULLY GUARANTEED

CHAMBERS COLLEGE, founded in 1885, provides the finest and most up-to-date Home Preparation Courses for Municipal Examinations including :  
Sanitary Inspector (Jt. Board)  
Meat and Food Inspector  
A.R.San.I., M.R.San.I.  
Institute of Housing  
Weights and Measures Inspection  
Diploma of M.R.I.P.H. & H.  
College of Preceptors' Certificate.  
London Metric & B.Sc. (Eng.)  
The New PROMOTION EXAM.  
Chartered Institute of Secretaries  
A.R.V.A., A.C.C.S.  
Inst. M. & Cy. Engineers  
A.M.I.C.E., A.M.I.E.E.  
A.M. Inst. W. & H.S., etc.

### THE ACID TEST OF TUTORIAL EFFICIENCY, SUCCESS—or NO FEES

We definitely guarantee to get you through your chosen exam. If we fail to do so, then your tuition fee will be refunded in full.

### POINTS IN OUR TUTORIAL SYSTEM

- Fees are inclusive of the latest editions of all necessary standard text books.
- All fees may, where desired, be paid by moderate monthly instalments.
- All courses are prepared and students' work corrected by highly qualified experts with a wide experience of Municipal Examination requirements.
- Our Pass Record in all examinations is consistently well over 90 per cent and includes many top places.

You are invited to fill in and post the attached coupon or write for a FREE copy of our new Municipal Guide which will be gladly sent free and without any obligation whatever on your part while stocks last.

**CHAMBERS  
COLLEGE**

Dept. 212  
148, HOLBORN  
LONDON, E.C.1

**COUPON**  
CHAMBERS COLLEGE (Dept. 212)  
148, HOLBORN, E.C.1

Please send me your MUNICIPAL GUIDE

NAME .....

ADDRESS .....

Exam. in which interested.....

(Id. stamp only required if unscaled)



# MODERN Ringcraft



"Solitaire" Diamond Claw-Set from £12 10 0



"Solitaire" Square-Set "Step-Sides" from £25 0 0



"Solitaire" Diamond with Set sides from £15 0 0



"Solitaire" Diamond Fancy Shoulders £16 16 0



"Solitaire" Diamond Coronet-Set £20 0 0



"Solitaire" Diamond Square-Set from £15 0 0



Diamond & Sapphire Cluster-Style from £20 0 0



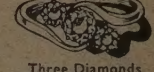
"Cross-Over" Two Diamonds Coronet-Set from £15 0 0



"Solitaire" Diamond Fancy Shoulders £25 0 0



Fancy Diamond Cluster — £17 10 0



Three Diamonds "Cross-Over" Style from £16 16 0



Gents' Gold Signet Rings in various styles



Wedding Rings, in various styles

As Jewellers of repute and manufacturers of beautiful Rings, the name of Winegartens is acknowledged as the foremost in the country. By the fastidious selection of the choicest gems and the careful designing of suitable settings, Winegartens create rings that truly add pleasure to the pride of possession.

Members of the Local Government Service are invited to write for Free Ring Brochure, showing latest styles.

## WINEGARTENS Ltd.

157 · BISHOPSGATE · LONDON · E.C. 2

TELEPHONE · BISHOPSGATE 1786

Hours of Business :  
FEBRUARY  
Monday to Thursday,  
9.30 am. to 6 pm.  
Friday, 9.30 am. to 2.30 pm.  
Closed all day Saturday.

MENTION YOUR PERSONAL and HOME NEEDS to



CYCLES are in great demand now that basic petrol is off. STANDARD "K" Roadster £11 12 6 Cash

Depts. cover  
LADIES' AND  
MEN'S WEAR  
HOME ITEMS  
WIRELESS,  
ELECTRICAL  
AND PLATED  
GOODS  
PRAMS, etc.  
JEWELLERY, etc.



Teaspoons in Plastic Case—Spoons in good quality Silver-plate 17/6

ILLUSTRATED Write Ref. MO. MORTONS  
LIST SENT FREE Highbury Place, London, N.5

## AN AUTHORITATIVE 100 pp. GUIDE TO CAREERS (SENT FREE ON REQUEST)

Is issued by the Metropolitan College, the leading Commercial, Professional and University Training Institution in the British Empire.

### EXPERT POSTAL COACHING

for all Accountancy, Secretarial, Banking, Legal, and Insurance Exams, for Professional Preliminary Exams, Matriculation, London University Degrees, Diploma in Public Administration and many (non-exam.) Courses in business subjects, etc.

### INVEST IN YOURSELF—IT PAYS!

Write to-day for the FREE "Guide to Careers" which shows clearly how to secure that advancement upon which your future happiness depends. Mention exam. (if any) in which you are interested.



## METROPOLITAN COLLEGE

(G3/2), ST. ALBANS (or call 30, Queen Victoria St., London, E.C.4.)

# DUNLOP & RANKEN LTD LEEDS

TELEPHONE 27301 (20 LINES)

STEEL SECTIONS & BARS  
PLATES SHEETS HOOPS ETC

STRUCTURAL  
STEELWORK